

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

15-CA-096117

Date Filed

January 10, 2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Mobile Sheet Metal

b. Tel. No.

251-473-2200

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

10

d. Address (Street, city, state, and ZIP code)

1004 Dauphin Island Parkway  
Mobile, AL 36605

e. Employer Representative

David Brown

i. Type of Establishment (factory, mine, wholesaler, etc.)

Sheet Metal Shop

j. Identify principal product or service

Sheet Metal Products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2012 (b) (6), (b) (7)(C) was terminated by representatives of the company for supporting the Unions efforts to organize the workers at their company

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Sheet Metal Workers Local 441

4a. Address (Street and number, city, state, and ZIP code)

P.O. Box 6708  
Mobile, AL 36660

4b. Tel. No.

251-476-1900

4c. Cell No.

251-377-6630

4d. Fax No.

251-473-0378

4e. e-Mail

SwanOu812@aol.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Sheet Metal Workers International Association

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Swan Cleveland

(Print/type name and title or office, if any)

Marketing Rep.

Tel. No.

202-783-5880

Office, if any, Cell No.

Fax No.

e-Mail

Address P.O. Box 6708 Mobile, AL 36660

1/10/2013  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C. 3512

(INTERNET  
FORM NLRB-501  
(2-09))UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

15-CA-096352

January 14, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Revolution Foods, Inc.

b. Tel. No. 510.596.9024

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

2438 August Street  
Kenner, LA 70062

e. Employer Representative

Suzanne Kling

g. e-Mail

skling@revolutionfood.com

h. Number of workers employed

72

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Food Services/Productionj. Identify principal product or service  
Food Services/Production

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2012, the Employer discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) for (b) (6) support of the Union.

On or about (b) (6), (b) (7)(C) 2012, the Employer discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) for (b) (6) support of the Union.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union Local 21 LA

4a. Address (Street and number, city, state, and ZIP code)

300 Jefferson Highway  
Jefferson, LA 70121

4b. Tel. No. 504.483.2125

4c. Cell No.

4d. Fax No. 504.483.2181

4e. e-Mail

helene.obrien@seiu21la.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Service Employees International Union

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(signature of representative or person making charge)

Louis L. Robein &amp; Nhu-Y Phan, Attorneys

(Print/type name and title or office, if any)

Tel. No. 504.885.9994

Office, if any, Cell No.

Fax No. 504.885.9969

e-Mail  
lrobin@ruspclaw.com  
nphan@ruspclaw.comAddress 2540 Severn Avenue, Suite 400  
Metairie, LA 700021.14.13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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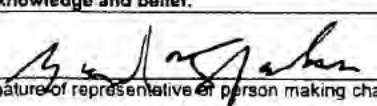
Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-096622	1/18/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Cordova Professional Services, Inc. and American National Insurance Company, joint employers	b. Tel. No. Cordova Professional Services, Inc. (901) 755-5558 American National Insurance Co. (901) 756-7557	c. Cell No.
d. Address (street, city, state ZIP code) Cordova Professional Services, Inc. 763 Walnut Knoll Lane #8 Cordova, TN 38018  American National Insurance Co. 763 Walnut Knoll Lane #2 Cordova, TN 38018	e. Employer Representative Cordova Professional Services, Inc. Jon DeStefanis, Owner  American National Insurance Co. Mike Washburn, Manager	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Cordova, Tennessee
i. Type of Establishment (factory, nursing home, hotel) Insurance Agency	j. Principal Product or Service Insurance products	k. Number of workers at dispute location
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2012, the above-named Employers, as joint employers, discharged employees (b) (6), (b) (7)(C) in retaliation for their protected concerted activities, including making complaints about their work environment and the Employers' business practices.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Jackson Shields Yeiser and Holt		
4a. Address (street and number, city, state, and ZIP code) 262 German Oak Drive Cordova, TN 38018	4b. Tel. No. (901) 754-8001	4c. Cell No.
	4d. Fax No. (901) 754-8524	4e. e-Mail gjackson@jsyc.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (901) 754-8001
By:  (signature of representative of person making charge)	Gordon E. Jackson, Attorney	Office, if any, Cell No.
Address: 262 German Oak Drive, Cordova, TN 38018	Print Name and Title Date: 1-17-2013	Fax No. (901) 754-8524 e-Mail gjackson@jsyc.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

15-CA-096649

1-18-13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

US Postal Service/Memphis Network Distribution Center

b. Tel. No. 901)9477581

c. Cell No.

f. Fax No. 901)9477585

d. Address (Street, city, state, and ZIP code)

1921 Elvis Presley Blvd  
Memphis, TN 38136-9998

e. Employer Representative

Acting Plant Manager  
Robert Justin Glass  
Larry J. Murdock  
Manager Distribution Operations

g. e-Mail

Robert.J.Glass@usps.gov

h. Number of workers employed  
208

i. Type of Establishment (factory, mine, wholesaler, etc.)

USPS Mail Processing Center

j. Identify principal product or service

Mail Processing & Distribution

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. (b) (6), (b) (7)(C) has been verbally attacked on numerous occasions, made to work under hostile conditions and unreasonably fired by (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C). 3. (b) (6), (b) (7)(C) concurred with the actions of this Supervisor.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that the facts and statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

Address

(b) (6), (b) (7)(C)

16Jan13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-096827	January 22, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer #1 (See additional employers in attachment) J.J Flanagan Stevedores	b. Tel. No. 337-439-9473
d. Address (street, city, state ZIP code) 420 CHURCH ST, LAKE CHARLES, LA 70601-3111	c. Cell No.
e. Employer Representative Hollin Chretien	f. Fax No.
	g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) contractor	j. Principal Product or Service stevedoring services
1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
On or about (b) (6), (b) (7)(C) 2012, the above named Employer, through its officers, agents and representatives, suspended (b) (6), (b) (7)(C) from working on its ships for a period of six months because of (b) (6), (b) (7)(C) membership in and/or activities on behalf of the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge (b) (6), (b) (7)(C)	Tel. No.
By: X (b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature) Address (b) (6), (b) (7)(C)	Print Name and Title Date: 1/17/2013
	Fax No.
	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

Form NLRB-501 (2-03)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-097297	January 30, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer W G YATES & SONS CONSTRUCTION		b. Tel. No. (601)656-5411
d. Address (street, city, state ZIP code) 1 GULLY AVENUE, PHILADELPHIA, MS 39350		c. Cell No.
e. Employer Representative BOBBY FOX		f. Fax No. (601)656-8958
		g. e-Mail
		h. Dispute Location (City and State) Meridian, MS
i. Type of Establishment (factory, nursing home, hotel) Construction	j. Principal Product or Service Construction	k. Number of workers at dispute location 0

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2012, the Employer caused other employers to fail and/or refuse to hire (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.  
(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature of representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

1-29-13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-097717	February 5, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>PRECISION METAL INC</b>		b. Tel. No. <b>(504)488-0221</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>3012 12<sup>th</sup> Street Metairie, Louisiana 70002</b>	e. Employer Representative <b>SHANE REYNOLDS</b>	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>New Orleans, LA</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Metal Finisher</b>	j. Principal Product or Service <b>Metal finishing</b>	k. Number of workers at dispute location

I, the above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On **(b) (6), (b) (7)(C)** 2013, the Employer fired **(b) (6), (b) (7)(C)** because **(b) (6), (b) (7)(C)** engaged in protected concerted activity.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

<b>(b) (6), (b) (7)(C)</b>	
4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Tel. No.
	4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
	4d. Fax No.
	4e. e-Mail <b>(b) (6), (b) (7)(C)</b>

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge <b>(b) (6), (b) (7)(C)</b>		Tel. No.
By <input checked="" type="checkbox"/> <b>(b) (6), (b) (7)(C)</b>	<b>(b) (6), (b) (7)(C)</b>	Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
(signature of representative of person making charge)	Print Name and Title	Fax No.
Address <b>(b) (6), (b) (7)(C)</b>	Date: <b>2/5/13</b>	e-Mail <b>(b) (6), (b) (7)(C)</b>
<b>(b) (6), (b) (7)(C)</b>		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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**(b) (6), (b) (7)(C)**

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case <b>15-CA-097848</b>	Date Filed <b>2/7/13</b>

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer <b>Riviana Foods, Inc.</b>	b. Tel. No <b>901-948-8556</b>
	c. Cell No.
d. Address (Street, city, state, and ZIP code) <b>2314 S. Lauderdale St. Memphis, TN 38106</b>	f. Fax No <b>901-948-3096</b>
e. Employer Representative <b>Steve Strong, Operations Manager</b>	g. e-Mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>factory</b>	j. Identify principal product or service <b>rice products</b>
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2013, the Employer indefinitely suspended its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity and/or because (b) (6), (b) (7)(C) engaged in activity regarding a labor organization and/or because (b) (6), (b) (7)(C) filed charges with the NLRB.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No (b) (6), (b) (7)(C)
	4c. Cell No
	4d. Fax No
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an Individual (charge) (Print/Type name and title or office, if any)	
Tel. No (b) (6), (b) (7)(C)	
Office, if any, Cell No (b) (6), (b) (7)(C)	
Fax No	
e-Mail	
Address (b) (6), (b) (7)(C)	2-5-2013 (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

15-CA-09786D

Date Filed

2/7/13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Holland		b. Tel. No. 800-753-4224
		c. Cell No. 901-301-8946
		f. Fax No. 662-893-8240
d. Address (Street, city, state, and ZIP code) 8100 Sandidge Road West Olive Branch, MS 38654	e. Employer Representative Bill Munka, Terminal Manager	g. e-Mail 662-893-8232
		h. Number of workers employed 125
i. Type of Establishment (factory, mine, wholesaler, etc.) trucking company	j. Identify principal product or service interstate less than truckload freight hauling	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the six months preceding the filing of this charge, the Employer, by its officers, agents or representatives, has engaged in the following conduct in violation of the Act: (1) Required that (b) (6), (b) (7)(C) provide doctor's notes for absences but has not required that other employees provide doctor's notes for absences because (b) (6), (b) (7)(C) engaged in protected concerted activity including filing grievances, and filing NLRB charges, (2) Applied its absentee policy disparately to (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity including filing grievances and filing NLRB charges, and (3) Issued discipline to (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2012, (b) (6), (b) (7)(C) 2012, and (b) (6), (b) (7)(C) 2012, because (b) (6), (b) (7)(C) engaged in protected concerted activity including filing grievances and filing NLRB charges.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
By (b) (6), (b) (7)(C) I, (b) (6), (b) (7)(C) an Individual (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)
		Office, if any, Cell No.
		Fax No.
Address (b) (6), (b) (7)(C)		e-Mail

06 FEB 2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-097861	2/7/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Graceland Care Center of Oxford, LLC		b. Tel. No. (662) 234-7821	
d. Address (street, city, state ZIP code) 1301 Belk Blvd. Oxford, MS 38655		c. Cell No.	
e. Employer Representative Ley Falkner, Administrator		f. Fax No.	
		g. e-Mail	
		h. Dispute Location (City and State) Oxford, Mississippi	
i. Type of Establishment (factory, nursing home, hotel) Nursing Home		j. Principal Product or Service Nursing Care	
		k. Number of workers at dispute location 200	
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Office, if any, Cell No. Same	
(b) (6), (b) (7)(C) An Individual		Fax No.	
Print Name and Title Date: 1/28/13		(b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-098226	February 13, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer GROSVENOR BUILDING SERVICES	b. Tel. No.
d. Address (street, city, state ZIP code) 2730 Bienville Boulevard, Ocean Springs, MS 39564	c. Cell No.
e. Employer Representative JANICE BENNETT	f. Fax No.
	g. e-Mail
	h. Dispute Location (City and State) Ocean Springs, MS
i. Type of Establishment (factory, nursing home, hotel) Cleaning service at high school	j. Principal Product or Service Cleaning Service
	k. Number of workers at dispute location 2

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013, the Employer, through its agent and supervisor (b) (6), (b) (7)(C) interfered with, restrained, and coerced its employees by laying off (b) (6), (b) (7)(C) for five days in retaliation for and in order to discourage employees' protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature)

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Date:

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

INTERNET  
 FORM NLRB-501  
 (2-08)

 UNITED STATES OF AMERICA  
 NATIONAL LABOR RELATIONS BOARD  
 CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-098384

February 12, 2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

United States Postal Service - Memphis Network Distribution Center

b. Tel. No. (901)947-7591

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
500

d. Address (Street, city, state, and ZIP code)

1921 Elvis Presley Blvd  
Memphis, TN 38136-9998

e. Employer Representative

Robert Justin Glass

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Mail Processing Plantj. Identify principal product or service  
processing and distribution of mail

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Management has failed to offer retreat rights for all employees to all entitled. Management denies having retreat records for every employee, but vividly recalls retreat rights for employees they favor. On 3 occasions Management has discussed with the Union, giving retreat rights instead posted job vacancies without first offering retreat rights. This has generated a hostile and very toxic working environment. This is an unfair labor practice. Management has once again posted vacancy notices without offering retreat rights to employees that are due. The Union needs Management to produce the letters issued to employees notifying them of retreat rights so this process can reach fair and just resolve.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

National Postal Mail Handlers Union Local 329 Memphis Network Distribution Center Branch

4a. Address (Street and number, city, state, and ZIP code)

1191 Macon Hall Rd.  
Cordova, TN 38018

4b. Tel. No. (901)484-5839

4c. Cell No. (901)484-5839

4d. Fax No. (901)756-6896

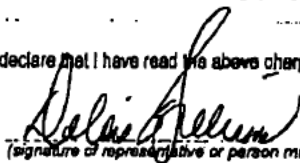
4e. e-Mail  
saleyes41@aol.com**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

AFL-CIO Division of LIUNA

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

Delois Williams, Branch President

(Print type name and title or office, if any)

Tel. No. (901) 484-5839

Office, if any, Cell No.  
(901) 484-5839

Fax No. (901) 756-6896

e-Mail

1191 Macon Hall Rd Cordova, TN 38018

2/12/13

Address

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 15-CA-098387 Date Filed February 12, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United States Postal Service - Memphis Network Distribution Center

b. Tel. No. (901)947-7591

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)  
1921 Elvis Presley Blvd.  
Memphis, TN 38018e. Employer Representative  
Robert Justin Glassi. Type of Establishment (factory, mine, wholesaler, etc.)  
Mail Processing Plantj. Identify principal product or service  
processing and distribution of mail

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2012 a (b) (6), (b) (7)(C) put me off the clock at 2022 hrs. as instructed by (b) (6), (b) (7)(C) On (b) (6), (b) (7)(C) 2012 while I was on granted official Steward Time and had moved on the clock on code 612-03 and holding a step 1 grievance with (b) (6), (b) (7)(C) decided to use my allotted Steward time to issue me frivolous discipline, officially ending my Union time. (b) (6), (b) (7)(C) further injured the process by calling (b) (6), (b) (7)(C) who was the Supervisor I needed to meet with to hold 2 step 1 grievances with next. (b) (6), (b) (7)(C) came and was present to witness I refused to sign the discipline. I informed (b) (6), (b) (7)(C) I needed to hold 2 step 1 grievances with (b) (6), (b) (7)(C) refused to meet even though (b) (6), (b) (7)(C) was present. Management refuses to bargain in good faith with the Union and refuses to establish the same time for me as they did for the previous (b) (6), (b) (7)(C) Management refuses to grant me reasonable union time to address contractual violations they commit daily and I'm forced to do nearly all Union work on my own time. Management is practicing "union busting".

3. Full name of any filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) AFLCIO- Division of LIUNA

## 6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(making charge)

(b) (6), (b) (7)(C)

(Print type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Once if any Cell No.  
(b) (6), (b) (7)(C)

Fax No. (b) (6), (b) (7)(C)

e-Mail

Address

(b) (6), (b) (7)(C)

02/12/13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

15-CA-098427

Date Filed

2/15/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Union City Nursing and Rehabilitation		b. Tel. No. 731-885-8095
		c. Cell No.
		f. Fax No. 731-885-5402
		g. e-Mail
d. Address (Street, city, state, and ZIP code) 1630 East Reelfoot Avenue Union City, TN 38261	e. Employer Representative Keisha Somerville Administrator	h. Number of workers employed 75
i. Type of Establishment (factory, mine, wholesaler, etc.) skilled nursing facility	j. Identify principal product or service in-patient health care	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months, the above named Employer, by its agents, officers and representatives, has unfairly disciplined and discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities. Specifically, in (b) (6), (b) (7)(C) 2012, (b) (6), (b) (7)(C) received written warning discipline and on (b) (6), (b) (7)(C) 2013, (b) (6), (b) (7)(C) was suspended and then terminated on (b) (6), (b) (7)(C) 2013.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(Signature)

(b) (6), (b) (7)(C) an individual

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

2-12-2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-098507	February 15, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer WRIGHT ENRICHMENT, INC. D/B/A THE WRIGHT GROUP		b. Tel. No. (337)783-3096
d. Address (street, city, state ZIP code) PO Box 821 Crowley, LA 70526	e. Employer Representative PAULA MONTALVO, HR Director	c. Cell No.
		f. Fax No.
i. Type of Establishment (factory, nursing home, hotel) Food Mix Manufacturing	j. Principal Product or Service Processing	g. e-Mail
		h. Dispute Location (City and State) Crowley, LA
		k. Number of workers at dispute location 70

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the last six months, the above-named Employer has restrained, coerced and interfered with its employees' rights under Section 7 of the National Labor Relations Act, by, among other acts, discharging its employee (b) (6), (b) (7)(C) and refusing to pay (b) (6), (b) (7)(C) accrued vacation time because (b) (6), (b) (7)(C) engaged in protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature or representative or person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date

2/15/13

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case  
15-CA-098600Date Filed  
2/19/2013**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Ameritas Insurance Company		b. Tel No. 800-824-1551 402-467-1122
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 5900 O Street Lincoln, NE 68510	e. Employer Representative Joann Martin, CEO	g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) insurance company	j. Identify principal product or service insurance products	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
About (b) (6), (b) (7)(C) 2012, the Employer, by its officers, agents or representatives, issued a written warning to its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity including but not limited to complaining about working conditions on behalf of employees.		
About (b) (6), (b) (7)(C) 2012, the Employer, by its officers, agents or representatives, terminated the employment of its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity including but not limited to complaining about working conditions on behalf of employees.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an Individual (Print/type name and title or office, if any)		Tel No. (b) (6), (b) (7)(C)
		Office, if any, Cell No.
		Fax No.
		e-Mail
Address (b) (6), (b) (7)(C)		2-15-2013 (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-099177	February 27, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer <b>GROSVENOR BUILDING SERVICES</b>	b. Tel. No.
d. Address (street, city, state ZIP code) <b>2730 Bienville Boulevard, Ocean Springs, MS 39564</b>	c. Cell No.
e. Employer Representative <b>JANICE BENNETT</b>	f. Fax No.
	g. e-Mail
	h. Dispute Location (City and State)
i. Type of Establishment (factory, nursing home, hotel) <b>Cleaning - Janitorial Contractor</b>	j. Principal Product or Service <b>cleaning services</b>
	k. Number of workers at dispute location <b>0</b>
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices). Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by assigning its employee (b) (6), (b) (7)(C) additional work and more onerous working conditions (the assignment of classroom cleaning) in retaliation for and in order to discourage protected concerted activity by its employee (b) (6), (b) (7)(C).	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>(b) (6), (b) (7)(C)</b>	
4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Tel. No. <b>(b) (6), (b) (7)(C)</b>
	4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
	4d. Fax No.
	4e. e-Mail <b>(b) (6), (b) (7)(C)</b>
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b> Address: <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b>	
Print Name and Title Date:	
Tel. No. <b>(b) (6), (b) (7)(C)</b>	
Office If any, Cell No. <b>(b) (6), (b) (7)(C)</b>	
Fax No.	
e-Mail <b>(b) (6), (b) (7)(C)</b>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case  
15-CA-099192

Date Filed  
2/25/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Kruger Products, formerly KTG (USA), Inc.		b. Tel No 901-260-3900
		c. Cell No
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 400 Mahannah Avenue Memphis, TN 38107	e. Employer Representative Ann Fleck Human Resource Manager	g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) factory	j. Identify principal product or service paper products	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its agents, officers and representatives has engaged in harassment, personal attacks and intimidation of (b) (6), (b) (7)(C) by questioning three other hourly employees about (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and other protected activities.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steelworkers, Local 9566		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.	
	4c. Cell No (b) (6), (b) (7)(C)	
	4d. Fax No.	
	4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steel Paper & Forestry, Rubber, Mfg., Energy, Allied Industrial and Service Workers International Union		
6. DECLARATION (b) (6), (b) (7)(C) true to the best of my knowledge and belief. (b) (6), (b) (7)(C) type name and title or office, if any)		Tel. No
		Office, if any, Cell No. (b) (6), (b) (7)(C)
		Fax No
Address (b) (6), (b) (7)(C)		e-Mail
		02/22/2013 (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-099398	3/1/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>ARKANSAS STATE HOSPITAL</b>		b. Tel. No. <b>(501)686-9000</b>
d. Address (street, city, state ZIP code) <b>307 S PALM ST, LITTLE ROCK, AR 72205-5432</b>		c. Cell No.
e. Employer Representative <b>STEVE HINSON, Administrator</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Little Rock, AR</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Hospital</b>	j. Principal Product or Service <b>Patient Care</b>	k. Number of workers at dispute location <b>400</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity in speaking up for employees.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>		4b. Tel. No.
		4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) <b>An Individual</b>	Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
(sig) Adm (b) (6), (b) (7)(C)	Print Name and Title Date:	Fax No. (b) (6), (b) (7)(C) e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case  
15-CA-099471

Date Filed  
3/1/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Carrier Corporation		b. Tel. No. 901-854-2494
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 97 S. Byhalia Road Collierville, TN 38017	e. Employer Representative Larry Campbell Senior HR Manager	g. e-Mail
		h. Number of workers employed 1500
i. Type of Establishment (factory, mine, wholesaler, etc.) factory	j. Identify principal product or service air conditioners / heat pumps	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On (b) (6), (b) (7)(C) 2013, the above-named Employer, by its agents, officers and representatives, placed employee (b) (6), (b) (7)(C) on suspension pending investigation because of favoritism and in retaliation for (b) (6), (b) (7)(C) protected activities.

3. Full name of labor organization filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an individual

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

02/28/2013

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

15-CA-099482

Date Filed

3/1/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Holland		b. Tel. No. 800-753-4224
		c. Cell No. 901-301-8946
		f. Fax No. 662-893-8232
d. Address (Street, city, state, and ZIP code) 8100 Sandidge Road West Olive Branch, MS 38654	e. Employer Representative Ron Santry, Operations Manager	g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) trucking company	j. Identify principal product or service interstate less than truckload freight hauling	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the six months preceding the filing of the charge, the Employer has made unilateral changes in working conditions by failing to abide by the past practice of allowing employees to work when they are tardy by two hours or less due to extenuating circumstances.

About (b) (6), (b) (7)(C) the Employer, by its officers, agents or representatives, suspended its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity, including but not limited to assisting a fellow employee with a work issue, or because (b) (6), (b) (7)(C) engaged in union activity, including but not limited to filing grievances, or because (b) (6), (b) (7)(C) filed charges with the NLRB.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

I, (b) (6), (b) (7)(C) ON  
certants are true to the best of my knowledge and belief.  
By (b) (6), (b) (7)(C) an Individual  
(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

Address (b) (6), (b) (7)(C)

2-28-2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-601  
(2-00)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3612

DO NOT WRITE IN THIS SPACE

Case

15-CA-099889

Date Filed

March 7, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

KIK custom products

b. Tel. No.

901 947-5429

c. Cell No.

d. Address (Street, city, state, and ZIP code)

1725 South 3rd Street Memphis, TN 38109

e. Employer Representative

Jim Hellabush

f. Fax No.

901 947-5597

g. e-Mail

h. Number of workers employed

150

i. Type of Establishment (factory, mine, wholesaler, etc.)

Factory

j. Identify principal product or service

Personal Care Products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) the Employer has and continues to violate the Act by disciplining employees for engaging in protected concerted activity. Specifically, (b) (6), (b) (7)(C) a union steward was disciplined for engaging in concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 984

4a. Address (Street and number, city, state, and ZIP code)

3020 Sandbrook st  
Memphis TN 38118

4b. Tel. No.

(901)398-2329

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative for person making charge)

Terry Loran, President

(Print/type name and title or office, if any)

Tel. No.

(901) 398-2329

Office, if any, Cell No.

Fax No.

e-Mail

mbhydra5@gmail.com

Address 3020 Sandbrook st, Memphis TN 38118

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-100140	March 12, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer VEOLIA TRANSPORTATION SERVICES, INC.		b. Tel. No.
d. Address (street, city, state ZIP code) 2817 CANAL ST, NEW ORLEANS, LA 70119-6301		c. Cell No.
e. Employer Representative GERARD GOUDA		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) New Orleans, LA
i. Type of Establishment (factory, nursing home, hotel) Transportation	j. Principal Product or Service Public Transportation	k. Number of workers at dispute location

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3), (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013 the Employer discriminated against employee (b) (6), (b) (7)(C) by taking (b) (6), (b) (7)(C) out of service after an accident in order to discourage protected concerted activities, union activities or membership, and/or Board-related activities.

On (b) (6), (b) (7)(C) 2013 the Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in order to discourage protected concerted activities, union activities or membership, and/or Board-related activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No.
(Signature of representative of person making charge) Address: (b) (6), (b) (7)(C)	Print Name and Title Date: 3/12/13	Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Fax No.
		e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER


FORM EXEMPT UNDER 49 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case	Date Filed
15-CA-100180	March 12, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Kroger	b. Tel. No. 901-765-4100
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 800 Ridge Lake Blvd Memphis, TN 38120	e. Employer Representative Rufus Wilson - HR
	g. e-Mail
	h. Number of workers employed 5000
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Food	j. Identify principal product or service Food - Retail
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (first subsections) (1) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) 2013, the above named employer has terminated (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) for concerted activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) UFCW Local 1529	
4a. Address (Street and number, city, state, and ZIP code) 460 Briarwood Drive, Suite 500 Jackson, Mississippi 39206	4b. Tel. No. 601-957-9777
	4c. Cell No. 601-953-1983
	4d. Fax No. 601-957-9779
	4e. e-Mail rogerkdoolittle@aol.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers International Union	
<b>5. DECLARATION</b>	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Tel. No. 601-957-9777
Roger K. Doolittle (Print type name and title or office, if any)	Office, if any, Cell No. 601-953-1980
	Fax No. 601-957-9779
	e-Mail rogerkdoolittle@aol.com
Address 460 Briarwood Drive, Suite 500, Jackson, MS 39206	2/25/2013 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case  
15-CA-100254

Date Filed  
3/13/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United Parcel Service Freight		b. Tel. No 901-398-9900
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1803 East Brooks Road Memphis, TN 38116	e. Employer Representative Duane Williams	g. e-Mail
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) truck terminal	j. Identify principal product or service package delivery	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

About (b) (6), (b) (7)(C) 2013, the above-named Employer, by its agents, officers and representatives, suspended employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) request that Steward (b) (6), (b) (7)(C) represent (b) (6), (b) (7)(C) in an investigative interview. On the same date the Employer threatened, intimidated and disparaged Steward (b) (6), (b) (7)(C). On the same date the Employer threatened an employee that future requests by an employee to be represented by Steward (b) (6), (b) (7)(C) would result in suspension discipline. On the same date the Employer violated (b) (6), (b) (7)(C) Weingarten rights to union representation.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**  
Teamsters Local 667

4a. Address (Street and number, city, state, and ZIP code) 796 East Brooks Road Memphis, TN 38116	4b. Tel. No. 901-396-5331
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Brotherhood of Teamsters

**6. DECLARATION**

I, (b) (6), (b) (7)(C) declare that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)  
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) 03/11/2013  
(date)

Tel. No.
Office, if any, Cell No. (b) (6), (b) (7)(C)
Fax No.
e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

15-CA-100456

Date Filed

3/15/2013

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Accent, Inc.

b. Tel. No. (501) 620-5900

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

1321 Albert Pike  
Hot Springs, AR  
71913

e. Employer Representative

g. e-Mail

h. Number of workers employed  
700+

i. Type of Establishment (factory, mine, wholesaler, etc.)

Call Center

j. Identify principal product or service

Call Center

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections)

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charges and that the statements are true to the best of my knowledge and belief.

Tel. No. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By

(Print/type name and title or office, if any)

Office, if any, Cell No.

Fax No.

e-Mail

Address (b) (6), (b) (7)(C)

(date)

03/13/13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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## Basis of the Charge

While employed by Accent, Inc., I complained to my supervisors about my supervisor's inappropriate conduct toward myself and toward (b) (6), (b) (7)(C) employees. Shortly after I made my complaints, I was terminated. After my termination, all of the other employees that worked with me were told by upper management that they could not talk to me at all, not even after work. I feel as if my rights were violated.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case  
15-CA-100845

Date Filed  
3/20/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Riviana Foods		b. Tel. No. 901-948-8556
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 2314 S. Lauderdale St. Memphis, TN 38106		f. Fax No. 901-948-3096
e. Employer Representative Steve Strong, Plant Manager		g. e-Mail
		h. Number of workers employed 400
i. Type of Establishment (factory, mine, wholesaler, etc.) factory	j. Identify principal product or service rice products	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

About (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents or representatives, terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity or in activity related to a labor organization.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.** (b) (6), (b) (7)(C)

**4c. Cell No.**

**4d. Fax No.**

**4e. e-Mail**

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)  
(signature of representative of person making charge)

(b) (6), (b) (7)(C) an Individual  
(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail

Address (b) (6), (b) (7)(C)

3-7-2013

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-100960	3/25/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>CURRENTLY ELECTRIC, INC.</b>		b. Tel. No. <b>(479)750-1212</b>
d. Address (street, city, state ZIP code) <b>3101 AMERICAN ST, SPRINGDALE, AR 72764-6835</b>		c. Cell No.
e. Employer Representative <b>GLENN REEVES, Owner</b>		f. Fax No. <b>(479)750-8656</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>Springdale, AR</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Contractor</b>	j. Principal Product or Service <b>Electrical Services</b>	k. Number of workers at dispute location <b>10</b>
1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  <b>On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors disciplined (b) (6), (b) (7)(C) and placed (b) (6), (b) (7)(C) on probation in retaliation for testifying at an unemployment hearing.</b>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>(b) (6), (b) (7)(C)</b>		
4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>		b. Tel. No.
		c. Cell No. <b>(b) (6), (b) (7)(C)</b>
		d. Fax No.
		e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By <b>(b) (6), (b) (7)(C)</b>	<b>(b) (6), (b) (7)(C)</b> An Individual	Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
(Signature) <b>(b) (6), (b) (7)(C)</b> (charge)	Print Name and Title	Fax No.
Address: <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b>	Date: <b>3/19/13</b>	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

15-CA-101501

Date Filed

3/29/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer NPC International, Inc.		b. Tel. No. 913-327-5555
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 7300 W. 129th Street Overland Park, KS 66213	e. Employer Representative James K. Swartz, CEO	g. e-Mail
		h. Number of workers employed 20,000+
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Food (Pizza Hit Franchisee)	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer constructively and retaliatorily discharged (b) (6), (b) (7)(C) by changing (b) (6), (b) (7)(C) work schedule upon learning that (b) (6), (b) (7)(C) had filed a collective action lawsuit seeking to redress the wage claims of (b) (6), (b) (7)(C) and other employees under federal wage & hour laws. The Employer further failed to properly process the workers' compensation claim of employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) participation in the same lawsuit and has subjected (b) (6), (b) (7)(C) to an untimely and unwarranted investigation of alleged wrongdoing while (b) (6), (b) (7)(C) is on (b) (6), (b) (7)(C) leave.

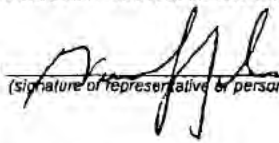
3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Gordon E. Jackson

4a. Address (Street and number, city, state, and ZIP code) Jackson, Shields, Yeiser & Holt 262 German Oak Drive Cordova, TN 38018	4b. Tel. No. 901-754-8001
	4c. Cell No. 901-351-8183
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
N/A

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  (Signature of representative or person making charge)	Gordon E. Jackson, Attorney (Print name and title or office, if any)	Tel. No. 901-754-8001
		Office, if any, Cell No.
		Fax No. 901-759-1745
		e-Mail gjackson@jsyc.com
Address 262 German Oak, Cordova, TN 38018		3/27/13 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-101587	4/1/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Sears Logistics		b. Tel. No. (901) 325-7400
		c. Cell No.
d. Address (street, city, state ZIP code) 3456 Meyers Road Memphis, TN 38108	e. Employer Representative Ella Glass	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Memphis, Tennessee
i. Type of Establishment (factory, nursing home, hotel) Warehouse	j. Principal Product or Service Logistics Services	k. Number of workers at dispute location

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Within the six month period following (b) (6), (b) (7)(C) 2012, the above-named Employer has retaliated against employee (b) (6), (b) (7)(C) by assigning (b) (6), (b) (7)(C) more onerous working conditions because (b) (6), (b) (7)(C) engaged in protected concerted activities, including making complaints about employees' terms and conditions of employment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Office, if any. Cell No. (b) (6), (b) (7)(C)
(sign (b) (6), (b) (7)(C) charge)	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 3-27-13	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-102045	April 5, 2013

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>GROSVENOR BUILDING SERVICES, INC.</b>		b. Tel. No.
d. Address (street, city, state ZIP code) 2730 Bienville Boulevard, Ocean Springs, MS 39564		c. Cell No.
e. Employer Representative <b>JANICE BENNETT</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Ocean Springs, MS</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Cleaning Services Contractor</b>	j. Principal Product or Service <b>Cleaning Services</b>	k. Number of workers at dispute location <b>2</b>

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SEE ATTACHMENT TO CHARGE

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) **N/A**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an  
Individual

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



15-CA-102045

**ATTACHMENT TO CHARGE AGAINST EMPLOYER GROSVENOR BUILDING SERVICES, INC.**

About (b) (6), (b) (7)(C) 2013, the Employer interfered with, restrained, and coerced its employees and discriminated against employee (b) (6), (b) (7)(C) by constructively discharging (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) sought access to the National Labor Relations Board (NLRB) and filed charges in Cases 15-CA-098226, et al and because (b) (6), (b) (7)(C) engaged in protected concerted activities by making complaints in regard to terms and conditions of employment.

About (b) (6), (b) (7)(C) 2013, the Employer interfered with, restrained, and coerced its employees and discriminated against employee (b) (6), (b) (7)(C) by giving (b) (6), (b) (7)(C) warnings for the first time back dated to (b) (6), (b) (7)(C) 2012 and (b) (6), (b) (7)(C) 2013, because (b) (6), (b) (7)(C) sought access to the NLRB and filed charges in Cases 15-CA-098226, et al and because (b) (6), (b) (7)(C) engaged in protected concerted activities by making complaints in regard to terms and conditions of employment.

About March 13, 2013, the Employer interfered with, restrained, and coerced its employees by interrogating its employees regarding their protected concerted activities and in regard to charges with the NLRB in Cases 15-CA-099177 and 15-CA-098226 and by threatening its employees with additional work because of their protected concerted activities and because they sought access to the NLRB.

Since about (b) (6), (b) (7)(C) 2013, the Employer interfered with, restrained, and coerced its employees and discriminated against employee (b) (6), (b) (7)(C) by assigning (b) (6), (b) (7)(C) additional work and more onerous working conditions (the assignment of classroom cleaning) in retaliation for and in order to discourage protected concerted activity by its employee (b) (6), (b) (7)(C) in making concerted complaints about working conditions and because (b) (6), (b) (7)(C) sought access to the National Labor Relations Board (NLRB) and filed a charge in Case 15-CA-098226.

About (b) (6), (b) (7)(C) 2013, the Employer, through its agent and supervisor (b) (6), (b) (7)(C) interfered with, restrained, and coerced its employees by laying off (b) (6), (b) (7)(C) for five-days in retaliation for and in order to discourage employees' protected concerted activities including complaints regarding terms and conditions of employment.

About February 7, 2013, the Employer interfered with, restrained, and coerced its employees by threatening its employees they could quit their jobs.

(b) (6), (b) (7)(C)

7/10/13 9:00 AM  
7/10/13 9:00 AM  
7/10/13 9:00 AM

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-102181	April 8, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer PECO FOODS OF MISSISSIPPI, INC.		b. Tel. No. (601)764-4392
		c. Cell No.
d. Address (street, city, state ZIP code) PO BOX 1905 95 COMMERCE DR, BAY SPRINGS, MS 39422-5143	e. Employer Representative William Gully	f. Fax No. (601)670-9319
		g. e-Mail
		h. Dispute Location (City and State) Bay Springs, MS
i. Type of Establishment (factory, nursing home, hotel) Poultry Processing Plant	j. Principal Product or Service FOOD	k. Number of workers at dispute location 500+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) & (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2012, the Employer terminated employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) Union activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)

Date 4-5-13

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-102734	April 12, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CSA EQUIPMENT CO. LLC		b. Tel. No. (251)433-1228
		c. Cell No.
d. Address (street, city, state ZIP code) PO BOX 890, MOBILE, AL 36601-0890	e. Employer Representative A.J. BULLOCK	f. Fax No. (251)438-5271
		g. e-Mail
		h. Dispute Location (City and State) MOBILE, AL
i. Type of Establishment (factory, nursing home, hotel) Stevedore	j. Principal Product or Service Stevedore Services	k. Number of workers at dispute location 10

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer retaliated against (b) (6), (b) (7)(C) by putting (b) (6), (b) (7)(C) off the clock and allowed a less senior employee to work because of (b) (6), (b) (7)(C) grievance and NLRB charge filing activities.

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer retaliated against (b) (6), (b) (7)(C) by putting (b) (6), (b) (7)(C) off the clock and allowed less senior employees to work because of (b) (6), (b) (7)(C) grievance and NLRB charge filing activities.

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer unlawfully refused to hire (b) (6), (b) (7)(C) in accordance to the seniority policy of the collective bargaining agreement.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge.		Tel. No.
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(Signature) (b) (6), (b) (7)(C)	Print Name and Title Date 04-11-2013	Fax No. e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



RECU 07/11/13  
1100 Page 2

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-102736	April 15, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UNITED STATES POSTAL SERVICE MEMPHIS NETWORK DISTRIBUTION CENTER		b. Tel. No. (901)947-7591
d. Address (street, city, state ZIP code) 1921 ELVIS PRESLEY BLVD, MEMPHIS, TN 38136-6947		c. Cell No.
e. Employer Representative JACKIE ANDERSON		f. Fax No. (901)947-7622
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Government Services		h. Dispute Location (City and State) MEMPHIS, TN
j. Principal Product or Service Mail Delivery		k. Number of workers at dispute location 200

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer retaliated against (b) (6), (b) (7)(C) by placing (b) (6), (b) (7)(C) in a non-duty status because (b) (6), (b) (7)(C) engaged in Union and/or protected concerted activities.

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer harassed (b) (6), (b) (7)(C) by attempting to place (b) (6), (b) (7)(C) in a non-duty status because (b) (6), (b) (7)(C) engaged in Union and/or protected concerted activities.

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer, through (b) (6), (b) (7)(C) ordered (b) (6), (b) (7)(C) to operate defective equipment in retaliation for (b) (6), (b) (7)(C) union and/or protected concerted activity.

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer retaliated against (b) (6), (b) (7)(C) by placing (b) (6), (b) (7)(C) in a non-duty status because (b) (6), (b) (7)(C) engaged in Union and/or protected concerted activities.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)4c. Cell No.  
(b) (6), (b) (7)(C)4d. Fax No.  
(b) (6), (b) (7)(C)4e. e-mail  
(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

NATIONAL POSTAL MAIL HANDLERS UNION

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.  
(b) (6), (b) (7)(C)

(signature)

(charge)

Print Name and Title

Fax No.  
(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Date: 04/12/2013

e-Mail  
(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-102761	APRIL 15, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Lafarge Concrete		d. Tel. No. 504-834-3341
		c. Cell No.
d. Address (street, city, state ZIP code) 3320 Airline Dr Metairie, LA 70001	e. Employer Representative Brad Treuting, Area Manager	f. Fax No. 504-836-6830
		g. e-Mail
		h. Dispute Location (City and State) Metairie, LA
i. Type of Establishment (factory, nursing home, hotel) Truck yard	j. Principal Product or Service Loading and Pouring Concrete	k. Number of workers at dispute location 75+

1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) protected concerted activities.

3 Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6 DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Individual

(Signature of representative of person filing charge)

Print Name and Title

Address

Date 04/15/13

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE

Case

Date Filed

15-CA-102986

4/16/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CROTHALL HEALTH CARE		b. Tel. No. (501)552-4941
d. Address (street, city, state ZIP code) 2 ST. VINCENT CIRCLE, LITTLE ROCK, AR 72205	e. Employer Representative GUY BOUTHILLER, Director	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Janitorial Service	j. Principal Product or Service Cleaning	h. Dispute Location (City and State) Little Rock, AR
		k. Number of workers at dispute location 100

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents, and supervisors, terminated (b) (6), (b) (7)(C) in retaliation for making complaints to the Employer on behalf of (b) (6), (b) (7)(C) and other employees and to discourage other employees from engaging in protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. (b) (6), (b) (7)(C)

the statements are true to the best of

Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

An Individual

Print Name and Title

Fax No.

Date:

4/16/13

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-102990	4/16/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CROTHALL HEALTH CARE		b. Tel. No. (501)552-4941
d. Address (street, city, state ZIP code) 2 ST. VINCENT CIRCLE, LITTLE ROCK, AR 72205		c. Cell No.
e. Employer Representative GUY BOUTHILLIER, Director		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Little Rock, AR
i. Type of Establishment (factory, nursing home, hotel) Janitorial Service	j. Principal Product or Service Cleaning	k. Number of workers at dispute location 100

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and supervisors, suspended (b) (6), (b) (7)(C) in retaliation for making complaints to the Employer on behalf of (b) (6), (b) (7)(C) and other employees and to discourage other employees from engaging in protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C)

I declare that the statements are true to the best of

Tel. No.

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(Signature)

Print Name and Title

Fax No.

Ac

Date:

4/16/13

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-103174	4/18/13 APR 17 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer YRC		b. Tel. No. 901-348-1600	
		c. Cell No.	
d. Address (street, city, state ZIP code) 3310 Gill Road Memphis, TN 38109	e. Employer Representative Tim Davis, Terminal Manager		f. Fax No. 901-348-1610
			g. e-Mail
			h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Truck Line	j. Principal Product or Service Freight Transportation and Delivery		k. Number of workers at dispute location 300
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2012, the above-named Employer, by its officers, agents and representatives, terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in activity on behalf of a Labor Organization, including grievance filing, and/or because (b) (6), (b) (7)(C) engaged in protected concerted activity and/or because (b) (6), (b) (7)(C) previously filed a charge with the NLRB.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NA			
6. DECLARATION (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) the statements are true to the best of my		Office, if any, Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) Individual		Fax No.	
Print Name and Title		e-Mail (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Date: 4-17-2013	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-103237	April 19, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>NATIONAL GYPSUM COMPANY</b>		b. Tel. No.
d. Address (street, city, state ZIP code) <b>10 LOUISIANA ST, WESTWEGO, LA 70094-3646</b>		c. Cell No.
e. Employer Representative <b>DH Koop</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Westwego, LA</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Factory</b>	j. Principal Product or Service <b>Sheet rock</b>	k. Number of workers at dispute location

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since about (b) (6), (b) (7)(C) 2012, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.****4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my (b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

**Tel. No.****Office, if any, Cell No.**

(b) (6), (b) (7)(C)

(sig (b) (6), (b) (7)(C) king charge)

**Print Name and Title**

Date: 4-19-3 2

**Fax No.****e-Mail**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-103287	4/19/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer McDonald's		b. Tel. No. 901-358-3343
		c. Cell No.
d. Address (street, city, state ZIP code) 3149 North Thomas Memphis, TN 38127	e. Employer Representative Vakeisha Aawright, General Manager	f. Fax No. 901-358-3343
		g. e-Mail
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Restaurant	j. Principal Product or Service Burgers and Fries	k. Number of workers at dispute location 40

I The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) sent home and then discharged its employee (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2013, because (b) (6), (b) (7)(C) engaged in protected concerted activity; specifically, (b) (6), (b) (7)(C) engaged in (b) (6), (b) (7)(C) protected right to discuss working conditions with coworkers.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

NA

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any. Cell No.**

(b) (6), (b) (7)(C)

**Fax No.****e-Mail**

(b) (6), (b) (7)(C)

ILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**

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Form NLRB-501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-103324	4/22/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer MEDALLION FOODS, INC.	b. Tel. No. (870)523-3500
d. Address (street, city, state ZIP code) 3636 MEDALLION AVE, NEWPORT, AR 72112-9096	c. Cell No.
e. Employer Representative KENT VICKERY	f. Fax No. (870)523-2161
	g. e-Mail
	h. Dispute Location (City and State) Newport, AR
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Corn and Tortilla Chips
	k. Number of workers at dispute location 250

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Date: 4-22-13

Fax No.

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-103481	4/23/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer U.S. STEEL TUBULAR PRODUCTS, INC. d/b/a WHEELING MACHINE PRODUCTS		b. Tel. No. (870)247-5945
d. Address (street, city, state ZIP code) 5411 INDUSTRIAL DR S. WHITE HALL, AR 71602		c. Cell No.
e. Employer Representative ERSKINE BURKETT, Human Resource Manager		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) White Hall, AR
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Pipe Couplings	k. Number of workers at dispute location 171

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors issued a written warning to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and protected concerted activity.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.****4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

**Tel. No.****Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**(Signature)**

Address: (b) (6), (b) (7)(C)

**Print Name and Title**

Date: 4-20-2013

**Fax No.****e-Mail****WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15CA-103485	4/23/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer U.S. STEEL TUBULAR PRODUCTS, INC. d/b/a WHEELING MACHINE PRODUCTS		b. Tel. No. (870)247-5945
d. Address (street, city, state ZIP code) 5411 INDUSTRIAL DR S, PINE BLUFF, AR 71602-3117		c. Cell No.
e. Employer Representative ERSKINE BURKETT, Human Resource Manager		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) White Hall, AR
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Pipe Couplings	k. Number of workers at dispute location 171
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors issued a 1 day suspension to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and protected concerted activity.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Office, if any, Cell No. (b) (6), (b) (7)(C)
(Signature) Address: (b) (6), (b) (7)(C)	Print Name and Title Date: 4-20-2013	Fax No.
		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15CA-103487	4/23/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>			
a. Name of Employer U.S. STEEL TUBULAR PRODUCTS, INC. d/b/a WHEELING MACHINE PRODUCTS		b. Tel. No. (870)247-5945	
d. Address (street, city, state ZIP code) 5411 INDUSTRIAL DR S, WHITE HALL, AR 71602		c. Cell No.	
e. Employer Representative ERSKINE BURKETT, Human Resource Manager		f. Fax No.	
		g. e-Mail	
		h. Dispute Location (City and State) White Hall, AR	
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Pipe Couplings	k. Number of workers at dispute location 171	
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors issued a 3 day suspension to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union and protected concerted activity.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.	
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.	
By: (b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)	
(sign) (b) (6), (b) (7)(C)		Print Name and Title An Individual	
Address: (b) (6), (b) (7)(C)		Date: 4-20-2013	
		Fax No.	
		e-Mail	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-103628

April 24, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a Name of Employer  Huntington Ingalls Industries		b Tel No  (228) 935-3120
d Address (street, city, state ZIP code) PO Box 149 Pascagoula, MS 39568		c Cell No
e Employer Representative Tony Skelton		f Fax No
		g e-Mail
		h. Dispute Location (City and State) Pascagoula, MS
i Type of Establishment (factory, nursing home, hotel) Shipyard	j Principal Product or Service Shipbuilding	k Number of workers at dispute location 100

I. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since about January 25, 2013, the Employer has interfered with, restrained, and coerced its employees by threatening employees with termination in response to their request to speak to a Union steward.

On (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in order to discourage union activities or membership.

**3 Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

4a Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b Tel No. (b) (6), (b) (7)(C)

4c Cell No

4d Fax No

4e e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in which charge is filed by a labor organization)

**6 DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel No. (b) (6), (b) (7)(C)

Office, if any, Cell No

Fax No

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Date

4/21/13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-103694	4/25/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Union City Nursing and Rehabilitation Center		b. Tel. No. 731-885-8095
		c. Cell No.
d. Address (street, city, state ZIP code) 1630 East Reelfoot Avenue Union City, TN 38261	e. Employer Representative Keisha Somerville, Administrator	f. Fax No. 731-885-5402
		g. e-Mail
		h. Dispute Location (City and State) Union City, TN
i. Type of Establishment (factory, nursing home, hotel) Skilled Nursing Facility	j. Principal Product or Service In-patient Health Care	k. Number of workers at dispute location 75

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) discharged its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C) individual

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature of representative of person making charge)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)

Date

4/24/13

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

15-CA-103900

Date Filed

4/29/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Riviana Foods, Inc.		b. Tel. No. (901) 948-8556
		c. Cell No.
		f. Fax No. (901) 948-3096
d. Address (Street, city, state, and ZIP code) 2314 S. Lauderdale Street Memphis, TN 38106		g. e-Mail
		h. Number of workers employed 400+
e. Employer Representative Steve Strong, Operations Manager		
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Rice and rice products	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

About (b) (6), (b) (7)(C) 2013, the Employer rescinded an agreement to allow (b) (6), (b) (7)(C) to work on the third shift in the RTS department in retaliation for (b) (6), (b) (7)(C) protected concerted, union and charge filing activity.

About (b) (6), (b) (7)(C) 2013, the Employer suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted, union and charge filing activity.

About (b) (6), (b) (7)(C) 2013, the Employer terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted, union and charge filing activity.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

## 5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6 DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By ☒ (S)

(b) (6), (b) (7)(C) an Individual

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.  
(b) (6), (b) (7)(C)

Fax No.

e-Mail

Address

(b) (6), (b) (7)(C)

4/26/13  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-103986	4/30/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer RAILSERVE, INC.		b. Tel. No. (770)996-6838
		c. Cell No.
d. Address (street, city, state ZIP code) 1691 PHOENIX BLVD, ATLANTA, GA 30349-5501	e. Employer Representative TIM PULLEN, Vice President of Human Resources	f. Fax No. (770)996-6830
		g. e-Mail
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Railroad	j. Principal Product or Service Railroad Services	k. Number of workers at dispute location 14
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>* In about December 2012 through January 24, 2013, the Employer: (1) gave employees the impression that their union activities were under surveillance; (2) unlawfully interrogated employees regarding their union activities and sentiments; (3) unlawfully threatened employees with loss of employment; (4) solicited grievances from employees and offered to grant them if the employees rejected the International Association of Sheet Metal, Air, Rail &amp; Transportation Workers Union (S.M.A.R.T); (5) offered employees wage increases and promotions if they rejected the Union; (6) communicated to employees the futility of organizing a union; and (7) awarded employees wage increases to influence them to reject the Union.</p> <p>* On (b) (6), (b) (7)(C) 2013, the Employer suspended (b) (6), (b) (7)(C) and thereafter discharged (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2013, because of (b) (6), (b) (7)(C) union activities and support for the Union (S.M.A.R.T).</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NA		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Individual	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature of representative of person making charge)	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Date: 4-29-13	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-104436	May 6, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>ENTERGY OPERATIONS, INC.</b>		b. Tel. No. <b>(504)739-6650</b>
d. Address (street, city, state ZIP code) <b>17265 RIVER RD, KILLONA, LA 70057-3093</b>		c. Cell No.
		e. Employer Representative  <b>Donna Jacobs</b>
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) <b>Nuclear Power Plant</b>		h. Dispute Location (City and State) <b>Killona, Louisiana</b>
		j. Principal Product or Service  <b>Security Services</b>
		k. Number of workers at dispute location <b>100</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity of trying to direct group action to address working conditions and for questioning management regarding the failure to follow their policies.

On about (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in order to discourage union activities or membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

B

(b) (6), (b) (7)(C) an Individual

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature or representative or person making charge)

Address: (b) (6), (b) (7)(C)

Print Name and Title

Date: 05/02/13

Fax No.

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-104964	May 13, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer RLC Trucking and Safeway Transportation, Joint Employers and/or Single Employers		b. Tel. No. RLC Trucking: 225-454-0176 Safeway Transportation: 225-387-6623	
d. Address (street, city, state ZIP code) RLC Trucking: 36301 West Pine Grove Court, Prairieville, LA 70769 Safeway Transportation: 3499 I-10 Frontage Road, Suite A, Port Allen, LA 70767		e. Employer Representative RLC Trucking: Ricky Lee Cleveland, Jr.  Safeway Transportation: Greg Stewart	
f. Fax No. Safeway Transportation: 225-387-8084		g. e-Mail	
h. Dispute Location (City and State)		k. Number of workers at dispute location approx. 200	
i. Type of Establishment (factory, nursing home, hotel) Trucking Company		j. Principal Product or Service Over the Road Hauling	
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(e), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about (b) (6), (b) (7)(C) 2012, the above named Employers, through their officers, agents and representatives, terminated (b) (6), (b) (7)(C) in retaliation for (b) (6) protected concerted activity.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C)		Office, if any, Cell No.	
(Signature) Address (b) (6), (b) (7)(C)		Print Name and Title Date:	
		Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

15-CA-105041

Date Filed

5/14/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Holland		b. Tel. No. 800-753-4224
		c. Cell No. 901-301-8946
		f. Fax No. 662-893-8232
d. Address (Street, city, state, and ZIP code) 8100 Sandidge Road West Olive Branch, MS 38654		g. e-Mail
		h. Number of workers employed
e. Employer Representative Ron Santry, Operations Manager		
i. Type of Establishment (factory, mine, wholesaler, etc.) Trucking company	j. Identify principal product or service Freight hauling	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about January 23, 2013, the Employer has unilaterally changed working conditions by failing to abide by the past practice of allowing employees to work when they are tardy by two hours or less due to extenuating circumstances.  About (b) (6), (b) (7)(C) the Employer suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted, union and NLRB charge filing activities.  About (b) (6), (b) (7)(C) 2013, the Employer indefinitely suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted, union and NLRB charge filing activities.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No. Same as above
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) (b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C) STATEMENT I declare that the foregoing statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) an Individual (Printtype name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)
		Office, if any, Cell No. Same as above
		Fax No.
Address (b) (6), (b) (7)(C)		e-Mail

13 May 2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
15-CA-105051Date Filed  
5/14/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Holland	b. Tel. No. 800-753-4224
	c. Cell No. 901-301-8946
	f. Fax No. 662-893-8232
d. Address (Street, city, state, and ZIP code) 8100 Sandidge Road West Olive Branch, MS 38654	e. Employer Representative Patrick Greer, Terminal Manager
	g. e-Mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Trucking company	j. Identify principal product or service Freight hauling
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
On or about (b) (6), (b) (7)(C) 2013, the Employer terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted, union and NLRB charge filing activities.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
(b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	4c. Cell No. Same as above
	4d. Fax No.
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) TION nents are true to the best of my knowledge and belief.	Office, if any, Cell No. Same as above
(b) (6), (b) (7)(C) an Individual	Fax No.
(Print/type name and title or office, if any)	e-Mail
Address (b) (6), (b) (7)(C)	14 May 2013 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is not required unless the information is necessary to the NLRB to decide to include its processing.



Form NLRB - 501 (2-08)

 UNITED STATES OF AMERICA  
 NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**
**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-105397	May 17, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>FOLGERS COFFEE COMPANY</b>		b. Tel. No. 504-254-0250
d. Address (street, city, state ZIP code) <b>14601 OLD GENTILLY RD, NEW ORLEANS, LA 70129-2347</b>		c. Cell No.
e. Employer Representative		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>New Orleans, LA</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Plant</b>	j. Principal Product or Service <b>Coffee</b>	k. Number of workers at dispute location <b>600</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

About (b) (6), (b) (7)(C) 2012, the above-named Employer discriminated against its employee (b) (6), (b) (7)(C) by demoting (b) (6), (b) (7)(C) and returning (b) (6), (b) (7)(C) to shift work, all in retaliation for (b) (6), (b) (7)(C) union and protected concerted activities by filing a grievance regarding additional wages due to (b) (6), (b) (7)(C).

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>		4b. Tel. No.
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(signature or representative of person making charge)	Print Name and Title	Office, if any, Cell No. An Individual
Address: (b) (6), (b) (7)(C)	Date:	Fax No.
		e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-105414	May 17, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>FOLGERS COFFEE COMPANY</b>		b. Tel. No. 504-254-0250
d. Address (street, city, state ZIP code) <b>14601 OLD GENTILLY RD, NEW ORLEANS, LA 70129-2347</b>		c. Cell No.
e. Employer Representative <b>Krista Beckman</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>New Orleans, LA</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Plant</b>	j. Principal Product or Service <b>Coffee</b>	k. Number of workers at dispute location <b>600</b>

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

About a date in (b) (6), (b) (7)(C) 2010, the above-named Employer discriminated against and harassed its employee (b) (6), (b) (7)(C) by having a supervisor closely follow (b) (6), (b) (7)(C) during (b) (6), (b) (7)(C) workday, all in retaliation for (b) (6), (b) (7)(C) union and protected concerted activities by filing a grievance regarding additional wages due to (b) (6), (b) (7)(C)

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

## 4d. Fax No.

4e. e-Mail (b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge (b) (6), (b) (7)(C)

Tel. No. (b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

Office, if any, Cell No.  
An Individual

(signature of representative of person filing charge)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)

Date

e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



## Form NLRB - 501 (2-08)

 UNITED STATES OF AMERICA  
 NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-105416	May 17, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>FOLGERS COFFEE COMPANY</b>		b. Tel. No. 504-254-0250
d. Address (street, city, state ZIP code) 14601 OLD GENTILLY RD, NEW ORLEANS, LA 70129-2347		c. Cell No.
e. Employer Representative		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) New Orleans, LA
i. Type of Establishment (factory, nursing home, hotel) Plant	j. Principal Product or Service Coffee	k. Number of workers at dispute location 600

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

About (b) (6), (b) (7)(C) 2010, the above-named Employer discriminated against its employee (b) (6), (b) (7)(C) by falsely accusing (b) (6), (b) (7)(C) of welding in the plant in an attempt to discipline (b) (6), (b) (7)(C) all in retaliation for (b) (6), (b) (7)(C) union and protected concerted activities by filing a grievance regarding additional wages due to (b) (6), (b) (7)(C).

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel. No. 504-909-0069
(signature of representative or person making charge)		Print Name and Title	Office, if any, Cell No. An Individual
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
(b) (6), (b) (7)(C)			e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-105716	5/20/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Stylecraft Home Collections		b. Tel. No. (682) 429-5279
d. Address (street, city, state ZIP code) 8774 Market Place Dr., Ste. 104 Southaven, MS 38671	e. Employer Representative Jimmy Webster	c. Cell No.
		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Southaven, Mississippi
i. Type of Establishment (factory, nursing home, hotel) Factory and Warehouse	j. Principal Product or Service Furniture	k. Number of workers at dispute location 100
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities, including (b) (6), (b) (7)(C) complaints about the enforcement of the Employer's medical leave policy against employees.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
B	(b) (6), (b) (7)(C) An Individual	Office, if any, Cell No.
(s)	Print Name and Title	Fax No.
A	Date.	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses if you request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

15-CA-105792

Date Filed

5/23/2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Warren Unilube Company		b. Tel. No. 870-400-3053
		c. Cell No.
		f. Fax No. 870-372-7832
d. Address (Street, city, state, and ZIP code) 1200 South Street West Memphis, AR 72301	e. Employer Representative Bill Singleton	g. e-Mail
		h. Number of workers employed 135
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Refined Motor Oil	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 & 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about May 1, 2013, the Employer, by its officers, agents, and representatives, has refused to bargain in good faith with Teamsters Local 667, a labor organization chosen by a majority of employees in a unit appropriate for bargaining, by changing the method of distribution of paychecks without notice to and bargaining with the Union.

Since on or about (b) (6), (b) (7)(C) 2013, the Employer discharged (b) (6), (b) (7)(C) because of (b) (6) union and concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Teamsters Local 667

4a. Address (Street and number, city, state, and ZIP code) 796 East Brooks Road Memphis, TN 38116	4b. Tel. No. 901-396-5331
	4c. Cell No.
	4d. Fax No. 901-396-5338
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(signature of representative or person making charge)

Samuel Morris, Attorney

(Print name and title or office, if any)

Tel. No.

901-528-1702

Office, if any, Cell No.

901-949-1144/901-483-0838

Fax No. 901-528-0246

e-Mail

smorris@gmbiaw.com

GMLB, P.C. 50 N. Front Street Ste. 800 Memphis, TN 38103

May 23, 2013

Address

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-106180	5/30/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Ozburn-Hessey Logistics, LLC		b. Tel. No. (901) 546-0006
d. Address (street, city, state ZIP code) 5510 E Holmes Road Memphis, TN 38118		c. Cell No.
e. Employer Representative Karen White		f. Fax No. (901) 541-2671
		g. e-Mail
		h. Dispute Location (City and State) Memphis, Tennessee
i. Type of Establishment (factory, nursing home, hotel) Warehouse	j. Principal Product or Service Third-Party Logistics	k. Number of workers at dispute location

I, the above-named employer, has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

The above-named Employer, by its officers, agents and representatives, discharged employee (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2013 in retaliation for (b) (6), (b) (7)(C) union and her protected concerted activities, including raising complaints to supervisors about employee terms and conditions of employment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) An Individual		Office, if any, Cell No.
Print Name and Title Date: 5/25/13		Fax No.
		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-106556	June 5, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Domino Sugar Chalmette		b. Tel. No. 504-271-5331
d. Address (street, city, state ZIP code) 7417 North Peters Street Arabi, LA 70032		c. Cell No.
e. Employer Representative Pete Maria, Refinery Manager and Danny Menesses, Human Resources Manager		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Chalmette, LA
i. Type of Establishment (factory, nursing home, hotel) refinery	j. Principal Product or Service sugar	k. Number of workers at dispute location 300+

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

For the past six months and continuing to date, the above named Employer, through its officers, agents and representatives, has repudiated the collective bargaining agreement by continually violating and refusing to follow the articles in the agreement, such as but not limited to subcontracting, temporary transfers, attendance policy, grievance procedure and supervisors doing bargaining unit work.

Around the middle of May 2013, the above named Employer, through its officers, agents and representatives, informed employees that it was trying to attempt to set other employees up for discipline and/or termination in retaliation for their protected concerted activity and/or union activity.

Since around (b) (6), (b) (7)(C) 2012 and continuing to date, the above named Employer, through its officers, agents and representatives, has refused to allow (b) (6), (b) (7)(C) to have excused absences under the 5 for 1 policy in retaliation for (b) (6), (b) (7)(C) protected concerted activity and/or union activity.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

United Food and Commercial Workers Local 1101

4a. Address (street and number, city, state, and ZIP code) P.O. Box 376 Arabi, LA 70032	4b. Tel. No. 601-347-1283
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

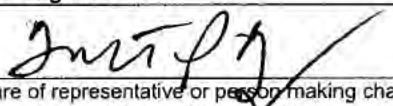
**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

United Food and Commercial Workers Union

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
601-347-1283

By:   
(signature of representative or person making charge)  
Address: P.O. Box 376, Arabi, LA 70032

Trent Diaz, Vice President

Office, if any, Cell No.

Print Name and Title  
Date:

Fax No.  
e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-106557	June 5, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer American Sugar Refiners, Inc.		b. Tel. No. 914-376-3386
d. Address (street, city, state ZIP code) 1 Federal Street Yonkers, New York 10705-1079		c. Cell No.
e. Employer Representative Luis Fernandez and Antonio Contreras Co-Presidents		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Chalmette, LA
i. Type of Establishment (factory, nursing home, hotel) refinery	j. Principal Product or Service sugar	k. Number of workers at dispute location 300+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

For the past six months and continuing to date, the above named Employer, through its officers, agents and representatives at its Chalmette, LA refinery, has repudiated the collective bargaining agreement by continually violating and refusing to follow the articles in the agreement, such as but not limited to subcontracting, temporary transfers, attendance policy, grievance procedure and supervisors doing bargaining unit work.

Around the middle of May 2013, the above named Employer, through its officers, agents and representatives at its Chalmette, LA refinery, informed employees that it was trying to attempt to set other employees up for discipline and/or termination in retaliation for their protected concerted activity and/or union activity.

Since around (b) (6), (b) (7)(C) 2012 and continuing to date, the above named Employer, through its officers, agents and representatives at its Chalmette, LA refinery, has refused to allow (b) (6), (b) (7)(C) to have excused absences under the 5 for 1 policy in retaliation for (b) (6), (b) (7)(C) protected concerted activity and/or union activity.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

United Food and Commercial Workers Local 1101

4a. Address (street and number, city, state, and ZIP code) P.O. Box 376 Arabi, LA 70032	4b. Tel. No. 601-347-1283
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

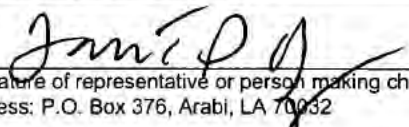
**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

United Food and Commercial Workers Union

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
601-347-1283

By:   
(signature of representative or person making charge)  
Address: P.O. Box 376, Arabi, LA 70032

Trent Diaz, Vice President

Office, if any, Cell No.

Print Name and Title  
Date:

Fax No.  
e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case  
15-CA-106982Date Filed  
June 11, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Austal USA, LLC		b. Tel. No. 251-434-8000
		c. Cell No.
		f. Fax No. 251-434-8080
d. Address (Street, city, state, and ZIP code) 1 Dunlap Drive Mobile, AL 36603 P.O. Box 1049 Mobile, AL 36633	e. Employer Representative Mr. Craig Perciavalle	g. e-Mail
		h. Number of workers employed 2500+
i. Type of Establishment (factory, mine, wholesaler, etc.) Ship Yard	j. Identify principal product or service Naval Ships	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Please see attached

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Mobile Metal Trades, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 210 S. Washington Ave Mobile, AL 36602	4b. Tel. No. 251-434-8254
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail MobileMTC@MetalTrades.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
Metal Trades Department, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Kimberly C. Walker Kimberly C. Walker, Esq.  
(signature of representative or person making charge) (Print/type name and title or office, if any)

Address 210 S. Washington Ave.; Mobile, AL 36602

06-11-2013  
(date)Tel. No. 251-433-8100  
Office, if any, Cell No.  
Fax No. 251-433-8181  
e-Mail  
kwalker@thegardnerfirm.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

ATTACHMENT

On or about (b) (6), (b) (7)(C) 2013, the above-name Employer, through its officers, agents, and representatives, in violation of Section 8(a)(1) and (3) of the NLRA, unlawfully terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities in violation of (b) (6), (b) (7)(C) Section (7) rights.

Since about June 5, 2013, the above-name Employer, through its officers, agents, and representatives, in violation of Section 8(a)(1) of the NLRA, has interfered with, restrained, and coerced its employees in their rights guaranteed by Section 7 of the National Labor Relations Act by unlawfully telling employees that they would lose their vacation, personal time, insurance, and 401(k) and that they would pay high dues if a union represented them in their employment.

On or about June 5, 2013, the above-name Employer through its officers, agents, and representatives, in violation of Section 8(a)(1) of the NLRA, interfered with, restrained, and coerced its employees in their rights guaranteed by Section 7 of the National Labor Relations Act by unlawfully conducting surveillance of employee's protected Section 7 activities by confiscating cards authorizing union representation.

On or about June 6, 2013, the above-name Employer through its officers, agents, and representatives, in violation of Section 8(a)(1) of the NLRA, interfered with, restrained, and coerced its employees in their rights guaranteed by Section 7 of the National Labor Relations Act by prohibiting employees from gathering in a group to put their tools and equipment.

On or about June 6, 2013, the above-name Employer through its officers, agents, and representatives, in violation of Section 8(a)(1) of the NLRA, interfered with, restrained, and coerced its employees in their rights guaranteed by Section 7 of the National Labor Relations Act by unlawfully searching its employees personal possessions and engaging in surveillance of its employees Union activity.

On or about June 10, 2013, the above-name Employer through its officers, agents, and representatives, in violation of Section 8(a)(1) of the NLRA, interfered with, restrained, and coerced its employees in their rights guaranteed by Section 7 of the National Labor Relations Act by isolating union supporters and directing other employees not to communicate with them.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.

2013 JUN 11 PM 3:39  
NEW ORLEANS, LA  
U.S. DEPT. OF LABOR  
NLRB



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-107047	June 12, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Winn Dixie		b. Tel. No. (601) 264-9393 (601-268-2929)
d. Address (street, city, state ZIP code) 400 Hardy Street, Hattiesburg, MS 39402 4400 Hardy Street	e. Employer Representative Sherry Joe Davis Shari Joe Davis	c. Cell No.
		f. Fax No.
i. Type of Establishment (factory, nursing home, hotel) Grocery Store	j. Principal Product or Service Food	g. e-Mail
		h. Dispute Location (City and State) Hattiesburg, MS
		k. Number of workers at dispute location 60

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the Employer discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No.
(signature of representative or person making charge)	Print Name and Title	Office, if any, Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: 6/6/13	Fax No.
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-107224	June 14, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Semco, Inc.		b. Tel. No. (504) 689-2054
d. Address (street, city, state ZIP code) 186 Jean Lafitte Blvd. Lafitte, LA 70067	e. Employer Representative Allen Moore, general manager	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) shipyard	j. Principal Product or Service jack up boats	h. Dispute Location (City and State) Lafitte, Louisiana
		k. Number of workers at dispute location about 200

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2013, the above-named Employer discriminated against its employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity of complaining about a supervisor shooting a gun on the work site.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By: X (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) Individual

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(signature)  
Address:

(b) (6), (b) (7)(C)

Print Name and Title

Date:

X 6/14/2013

Fax No.

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-107333	June 17, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer PRIDE INDUSTRIES		b. Tel. No. 800-550-6005
d. Address (street, city, state ZIP code) 10030 Foothills Blvd., Roseville, CA 95747		c. Cell No.
e. Employer Representative Carrie Truitt		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) New Orleans, LA
i. Type of Establishment (factory, nursing home, hotel) Custodial and Janitorial Business	j. Principal Product or Service Cleaning Service	k. Number of workers at dispute location 2000+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about January 21, 2013, the Employer has interfered with, restrained, and coerced its employees by threatening to discharge employees for engaging in protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(S (b) (6), (b) (7)(C) large)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

6/13/2013

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-107338	June 17, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer PRIDE INDUSTRIES		b. Tel. No. 800-550-6005
		c. Cell No.
d. Address (street, city, state ZIP code) 10030 Foothills Blvd., Roseville, CA 95747	e. Employer Representative Carrie Truitt	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) New Orleans, LA
i. Type of Establishment (factory, nursing home, hotel) Custodial and Janitorial Business	j. Principal Product or Service Cleaning Service	k. Number of workers at dispute location 2000+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in order to discourage (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

Office, if any, Cell No. (b) (6), (b) (7)(C)

(s) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

6/13/2013

e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-107541	June 19, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer The Blake of Malbis		b. Tel. No. (251)625-6400
		c. Cell No.
d. Address (street, city, state ZIP code) 11626 US 90, DAPHNE, AL 36541	e. Employer Representative Jackie Livingston	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Daphne, Al
i. Type of Establishment (factory, nursing home, hotel) Caregiving Facility	j. Principal Product or Service Health Care	k. Number of workers at dispute location 50+
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (state in clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2013, the Employer interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) protected concerted activity.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No.
		4d. Fax No.
		4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
		Office, if any, Cell No.
(signature or representative or person making charge)		Fax No.
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Date: 06-17-13 (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-107809	June 24, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer ENTERGY OPERATIONS, INC.		b. Tel. No. (504)739-6650
d. Address (street, city, state ZIP code) 17265 RIVER ROAD, KILLONA, LA 70057-3093		c. Cell No.
e. Employer Representative DONNA JACOBS		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) KILLONA, LA
i. Type of Establishment (factory, nursing home, hotel) Nuclear Power Plant	j. Principal Product or Service Security Services	k. Number of workers at dispute location 100

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013, the above named Employer, through (b) (6), (b) (7)(C) suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) filing grievances, (b) (6), (b) (7)(C) complaints, (b) (6), (b) (7)(C) complaint and complaints with Employer representatives regarding terms and conditions of employment.

On or about (b) (6), (b) (7)(C) 2013, the above named Employer, through (b) (6), (b) (7)(C) terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) filing grievances, (b) (6), (b) (7)(C) complaints, (b) (6), (b) (7)(C) complaint and complaints with Employer representatives regarding terms and conditions of employment.

On or about (b) (6), (b) (7)(C) 2013, the above named Employer, through (b) (6), (b) (7)(C) terminated (b) (6), (b) (7)(C) to discourage Union activities or membership.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief (b) (6), (b) (7)(C)		Tel. No.
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature of representative or person making charge)	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 06-21-13	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



JUN-25-2013 11:02

NLRB, REGION 15

504 589 4069

P.05

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-107945	June 25, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>AUSTAL USA LLC</b>		b. Tel. No. <b>(251)434-8000</b>
d. Address (street, city, state ZIP code) <b>P.O. Drawer 3103, Mobile, AL 36652</b>	e. Employer Representative <b>CRAIG PERCIAVALLE</b>	c. Cell No.
		f. Fax No. <b>(251)434-8080</b>
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) <b>Ship Yard</b>	j. Principal Product or Service <b>Naval Ships</b>	h. Dispute Location (City and State) <b>MOBILE, AL</b>
		k. Number of workers at dispute location <b>2500</b>

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

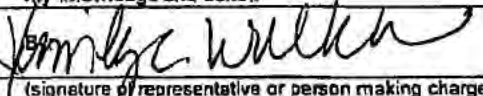
**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above-name Employer, through its officers, agents, and representatives, in violation of Section 8(a)(1) and (3) of the NLRA, unlawfully terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities in violation of (b) (6), (b) (7)(C) Section (7) rights.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)****MOBILE METAL TRADES COUNCIL**

4a. Address (street and number, city, state, and ZIP code) <b>210 S. WASHINGTON AVE, MOBILE, AL 36602</b>	4b. Tel. No. <b>(251)434-8254</b>
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****METAL TRADES DEPARTMENT, AFL-CIO**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. <b>(251)434-8254</b>
		Office, if any, Cell No.
(signature of representative or person making charge)	Print Name and Title <b>Kimberly C. Walker</b>	Fax No.
Address: <b>210 S. WASHINGTON AVE, MOBILE, AL 36602</b>	Date: <b>6/25/2013</b>	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-09)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

15-CA-108094

Date Filed

6/26/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

GUBMK

b. Tel. No. 901-865-632-1050

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)

1302 Topside Road  
Louisville, TN 37777

e. Employer Representative

Site Manager Tom Bernard

i. Type of Establishment (factory, mine, wholesaler, etc.)  
construction companyj. Identify principal product or service  
construction

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

About (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents or representatives, laid off its employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because they concerted complained about a safety issue in mid-February, 2013.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an individual

(making charge)

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

Address

(b) (6), (b) (7)(C)

6-26-2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to make its response.



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-108100	June 27, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Louisiana Restaurant Association		b. Tel. No. 504-454-2277	
d. Address (street, city, state ZIP code) 2700 N. Arnoult Rd. Metairie, LA 70002		c. Cell No.	
		f. Fax No.	
e. Employer Representative Doreen Judie JAN MACALUSO JIM URDIALES		g. e-Mail	
		h. Dispute Location (City and State) Metairie, LA	
i. Type of Establishment (factory, nursing home, hotel) Administers workers' comp		j. Principal Product or Service Workers' comp	
		k. Number of workers at dispute location 48	
1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by denying (b) (6), (b) (7)(C) bonus because of (b) (6), (b) (7)(C) protected concerted activity.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Office, if any, Cell No.	
(b) (6), (b) (7)(C) individual			
Address. (b) (6), (b) (7)(C)		Fax No.	
Print Name and Title Date:		e-Mail (b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case  
15-CA-108478Date Filed  
7/2/2013**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Kellogg's		b. Tel. No. 901-853-5311
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 585 Morrison Road Rossville, TN 38066	e. Employer Representative G. T. Gibson, Human Resources Manager	g. e-Mail ggibson@abm.com
		h. Number of workers employed 350
i. Type of Establishment (factory, mine, wholesaler, etc.) factory	j. Identify principal product or service waffles	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

About (b) (6), (b) (7)(C) 2013, the Employer, by its officers, agents or representatives, terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity including filing a charge with (b) (6), (b) (7)(C)

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.** (b) (6), (b) (7)(C)**4c. Cell No.****4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an Individual

(Print/type name and title or office, if any)

**Tel. No.** (b) (6), (b) (7)(C)**Office, if any, Cell No.**  
(b) (6), (b) (7)(C)**Fax No.****e-Mail**

Address (b) (6), (b) (7)(C)

7-1-2013

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case 15-CA-108595	Date Filed July 5, 2013
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**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer  Army Fleet Support, LLC		b. Tel No 334-598-0400
d. Address (Street, city, state, and ZIP code) P.O. Box 620309 Ft Rucker, AL 36362-0309		c. Cell No
e. Employer Representative Denny Westrick		f. Fax No 334-598-0476
i. Type of Establishment (factory, mine, wholesaler, etc.) Aviation Maintenance		g. e-Mail
j. Identify principal product or service Repair Aircrafts		h. Number of workers employed 3000
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Wrongful termination - Allowing Rehab for some employees but not all.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	4b. Tel No (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	4c. e-Mail (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b>		Tel No (b) (6), (b) (7)(C)	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.	
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Fax No.	
(Signature of representative of person making charge)		(Print name and title of office, if any)	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		7/1/13 (date)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

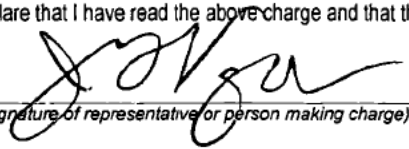
**DO NOT WRITE IN THIS SPACE**

Case  
15-CA-108607

Date Filed  
July 5, 2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Artists Die Best in Black, LLC	b. Tel. No. 228-239-4369
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 773 Jackson Street Biloxi, MS 39530	e. Employer Representative Billy Badallato
	g. e-Mail production.adbib@gmail.com
	h. Number of workers employed Approximately 29
i. Type of Establishment (factory, mine, wholesaler, etc.) Motion Picture Production	j. Identify principal product or service Theatrical Motion Pictures
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months the Employer has violated the Act through its agent (b) (6), (b) (7)(C) conducting unlawful interrogation of employees regarding their union sympathies. The Employer has violated employees' Section 7 rights by systemic unlawful polling of employees. The Employer has unlawfully threatened, intimidated and coerced employees in the exercise of their Section 7 rights by threatening discharge of employees who support union representation. The Employer acting through its (b) (6), (b) (7)(C) in a captive audience meeting unlawfully threatened, coerced and intimidated employees with threats of replacement if they supported union representation. The Employer threatened, intimidated and coerced employees by unlawfully requiring employees who supported the union to train replacement employees. The Employer unlawfully terminated employees who refused to train their own replacements.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Alliance of Theatrical Stage Employees	
4a. Address (Street and number, city, state, and ZIP code) 207 West 25th Street New York, NY 10001	4b. Tel. No. 212-730-1770
	4c. Cell No.
	4d. Fax No. 212-730-7809
	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Alliance of Theatrical Stage Employees	
<b>6. DECLARATION</b>	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	James G. Varga, West Coast Counsel (Print/type name and title or office, if any)
10045 Riverside Drive, Toluca Lake, CA 91602	July 2, 2013 (date)
	Tel. No. 818-980-3499
	Office, if any, Cell No. 818-632-4872
	Fax No. 818-980-3496
	e-Mail jvarga@iatse-intl.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-108749	7/9/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Ozburn-Hessey Logistics, LLC</b>		b. Tel. No. <b>901-546-0006</b>
		c. Cell No.
d. Address (street, city, state ZIP code) <b>5510 Holmes Road Memphis, TN 38118-7948</b>	e. Employer Representative <b>Karen White, Regional Vice President</b>	f. Fax No. <b>901-541-2671</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>Memphis, TN</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Warehouses</b>	j. Principal Product or Service <b>Third Party Logistics</b>	k. Number of workers at dispute location <b>400</b>

I The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) discharged its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and protected concerted activity that included asking for representation during an investigatory interview with them that (b) (6), (b) (7)(C) believed could result in discipline.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Tel. No. <b>(b) (6), (b) (7)(C)</b>
	4c. Cell No. <b>(b) (6), (b) (7)(C)</b>
	4d. Fax No.
	4e. e-Mail <b>(b) (6), (b) (7)(C)</b>

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)	
6. <b>(b) (6), (b) (7)(C)</b>	statements are true to the best of <b>(b) (6), (b) (7)(C)</b>
	<b>(b) (6), (b) (7)(C)</b> Individual
Print Name and Title	Office, if any, Cell No. <b>(b) (6), (b) (7)(C)</b>
	Fax No.
Address:	e-Mail <b>(b) (6), (b) (7)(C)</b>
Date: <b>7/9/2013</b>	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-108984	July 12, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT																							
a. Name of Employer <b>NORTHWEST PIPE COMPANY</b>	b. Tel. No.	c. Cell No.																					
d. Address (street, city, state ZIP code) <b>5721 SE COLUMBIA WAY, STE 200, VANCOUVER, WA 98661-5991</b>	e. Employer Representative <b>WINSOR JENKINS</b>	f. Fax No.																					
		g. e-Mail																					
		h. Dispute Location (City and State) <b>Bossier City, LA</b>																					
i. Type of Establishment (factory, nursing home, hotel) <b>Mill</b>	j. Principal Product or Service <b>Steel Pipes</b>	k. Number of workers at dispute location <b>40+</b>																					
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Since about May 15, 2013, the Employer has interfered with, restrained, and coerced its employees by interrogating employees about their union activities.</p> <p>Since about May 15, 2013, the Employer has interfered with, restrained, and coerced its employees by creating the impression of surveillance of employees' union activities.</p> <p>Since about May 15, 2013, the Employer has interfered with, restrained, and coerced its employees by threatening employees with termination because of their union activities.</p> <p>Since about May 16, 2013, the Employer, through its officers agents, and/or representatives, broke a window in employee (b) (6), (b) (7)(C) vehicle in retaliation for union activities and/r to discourage union activities.</p> <p>Since about June 12, 2013, the Employer has interfered with, restrained, and coerced its employees by threatening employees with termination in order to discourage union activities.</p> <p>Since about June 18, 2013, the Employer has interfered with, restrained, and coerced its employees by soliciting employee grievances in response to union organizing activities.</p> <p>Since about June 19, 2013, the Employer has interfered with, restrained, and coerced its employees by soliciting employee grievances in response to union organizing activities.</p> <p>On June 21, 2013, the Employer extended a scheduled layoff in order to discourage union activities.</p> <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>UNITED STEEL WORKERS</b></p> <tr> <td>4a. Address (street and number, city, state, and ZIP code) <b>135 HUNTERS COVE, TEXARKANA, TX 75501-0968</b></td> <td>4b. Tel. No. <b>(903)276-8832</b></td> <td>4c. Cell No.</td> </tr> <tr> <td></td> <td>4d. Fax No.</td> <td>4e. e-Mail <b>moormgm@att.net</b></td> </tr> <tr> <td colspan="3">5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)</td> </tr> <tr> <td colspan="2">6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</td> <td>Tel. No. <b>(903)276-8832</b></td> </tr> <tr> <td>By: <u>Michael Moore</u></td> <td>MICHAEL MOORE</td> <td>Office, if any, Cell No.</td> </tr> <tr> <td>(signature of representative or person making charge)</td> <td>Print Name and Title</td> <td>Fax No.</td> </tr> <tr> <td>Address: <b>135 HUNTERS COVE, TEXARKANA, TX 75501-0968</b></td> <td>Date: <b>7-11-13</b></td> <td>e-Mail <b>moormgm@att.net</b></td> </tr>			4a. Address (street and number, city, state, and ZIP code) <b>135 HUNTERS COVE, TEXARKANA, TX 75501-0968</b>	4b. Tel. No. <b>(903)276-8832</b>	4c. Cell No.		4d. Fax No.	4e. e-Mail <b>moormgm@att.net</b>	5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. <b>(903)276-8832</b>	By: <u>Michael Moore</u>	MICHAEL MOORE	Office, if any, Cell No.	(signature of representative or person making charge)	Print Name and Title	Fax No.	Address: <b>135 HUNTERS COVE, TEXARKANA, TX 75501-0968</b>	Date: <b>7-11-13</b>	e-Mail <b>moormgm@att.net</b>
4a. Address (street and number, city, state, and ZIP code) <b>135 HUNTERS COVE, TEXARKANA, TX 75501-0968</b>	4b. Tel. No. <b>(903)276-8832</b>	4c. Cell No.																					
	4d. Fax No.	4e. e-Mail <b>moormgm@att.net</b>																					
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6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. <b>(903)276-8832</b>																					
By: <u>Michael Moore</u>	MICHAEL MOORE	Office, if any, Cell No.																					
(signature of representative or person making charge)	Print Name and Title	Fax No.																					
Address: <b>135 HUNTERS COVE, TEXARKANA, TX 75501-0968</b>	Date: <b>7-11-13</b>	e-Mail <b>moormgm@att.net</b>																					

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-109057	7/15/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer BELK DEPARTMENT STORE		b. Tel. No. (501)907-6200
d. Address (street, city, state ZIP code) 11525 CANTRELL ROAD, LITTLE ROCK, AR 72212		c. Cell No.
e. Employer Representative JOHN REEVES, Store Manager		f. Fax No. (501)907-4280
		g. e-Mail
		h. Dispute Location (City and State) Little Rock, AR
i. Type of Establishment (factory, nursing home, hotel) Department Store	j. Principal Product or Service Clothing and household goods	k. Number of workers at dispute location 99

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer by its officers, agents, and supervisors, disciplined (b) (6), (b) (7)(C) for its belief that (b) (6), (b) (7)(C) engaged in protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. (b) (6), (b) (7)(C)

and that the statements are true to the best of

(b) (6), (b) (7)(C)

An Individual

Print Name and Title

Date:

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-109133	July 15, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer FedEx Freight		b. Tel. No. (504)468-9997
d. Address (street, city, state ZIP code) 311 James Dr E, St Rose, LA 70087		c. Cell No.
e. Employer Representative Chris Houlihan, Terminal Manager		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) St. Rose, LA
i. Type of Establishment (factory, nursing home, hotel) Shipping Facility	j. Principal Product or Service Package Delivery	k. Number of workers at dispute location 14

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the Employer discharged employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(sig) (b) (6), (b) (7)(C)	Print Name and Title	Fax No.
Address (b) (6), (b) (7)(C)	Date 7/15/13	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

15-CA-109261

Date Filed

July 17, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Austal USA, LLC		b. Tel. No. 251-434-8000
		c. Cell No.
		f. Fax No. 251-434-8080
d. Address (Street, city, state, and ZIP code) 1 Dunlap Drive Mobile, AL 36603 P.O. Box 1049 Mobile, AL 36633	e. Employer Representative Mr. Craig Perciavalle	g. e-Mail
		h. Number of workers employed 2500+
i. Type of Establishment (factory, mine, wholesaler, etc.) Ship Yard	j. Identify principal product or service Naval Ships	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents and representatives, in violation of Section 8(a)(1) of the NLRA, unlawfully terminated (b) (6), (b) (7)(C) in retaliation for (b) (6) protected, concerted activities in violation of (b) (6) Section (7) rights.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Mobile Metal Trades Council

## 4a. Address (Street and number, city, state, and ZIP code)

210 S. Washington Ave.  
Mobile, AL 36602

## 4b. Tel. No.

251-434-8254

## 4c. Cell No.

## 4d. Fax No.

## 4e. e-Mail

MobileMTC@MetalTrades.org

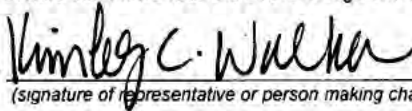
## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Metal Trades Department, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)



(Print/type name and title or office, if any)

## Tel. No.

251-433-8100

## Office, if any, Cell No.

## Fax No.

251-433-8181

## e-Mail

tloper@thegardnerfirm.com

Address 210 S. Washington Ave, Mobile, AL 36602

(date)

7/5/2013

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-109835	7/25/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer LIL HEROES, LLC		b. Tel. No. (501)612-4016
d. Address (street, city, state ZIP code) 4810 WEST COMMERCIAL DR, SUITE A, NORTH LITTLE ROCK, AR 72116	e. Employer Representative TANYA WARD, Owner	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Daycare	j. Principal Product or Service Childcare	h. Dispute Location (City and State) North Little Rock, AR
		k. Number of workers at dispute location Appx. 12

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

For the last six months and continuing to date, the above-named Employer, through its officers, agents, and supervisors, has maintained unlawful rules in its employee handbook which prohibit the discussion of working conditions, solicitation/distribution, discussions of negative comments about the facility, and the sharing of information about the center and its employees.

For the last six months and continuing to date, the above-named Employer, through its officers, agents, and supervisors, has told employees on numerous occasions that they are not permitted to discuss any work conditions and work issues with employees.

For the last six months and continuing to date, the above-named Employer, through its officers, agents, and supervisors, has required employees to sign new-hire paperwork, and other employment contracts, stating that they will not speak negatively about the company, and stating that they will not gossip of discuss working conditions with others.

For the last six months and continuing to date, the above-named Employer, through its officers, agents, and supervisors, has required employees to sign exit clauses which restrict employees from defaming, or slandering the company in any manner, whether written, verbal, via social media, or otherwise.

For the last six months and continuing to date, the above-named Employer, through its officers, agents, and supervisors, has disciplined employees for discussing working conditions and engaging in protected concerted activity.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.**

(b) (6), (b) (7)(C)

**4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By:

(sig

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

Print Name and Title

Date:

7/25/13

**Tel. No.****Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**Fax No.**

(b) (6), (b) (7)(C)

**e-Mail**

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully



set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-109868	July 25, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Central Louisiana State Hospital		b. Tel. No. (318) 484-6200
		c. Cell No.
d. Address (street, city, state ZIP code) PO Box 5031 Pineville LA 71361	e. Employer Representative Ron Williams	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Pineville LA
i. Type of Establishment (factory, nursing home, hotel) Hospital	j. Principal Product or Service Healthcare	k. Number of workers at dispute location 50+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013 the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in order to discourage union activities or membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Federation of State, County and Municipal Employees (AFSCME) Local #3074

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Fax No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	e-Mail
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Date: 7-18-2013

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
15-CA-109870Date Filed  
July 25, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer  San Marcos Distributors, LLC	b. Tel. No. (504) 665-7881
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code)  4520 Williams Blvd R232 Kenner, LA, 70065-1446	e. Employer Representative  Rodrigo Vasquez
	g. e-Mail
	h. Number of workers employed 10+
i. Type of Establishment (factory, mine, wholesaler, etc.) Wholesaler	j. Identify principal product or service Tortilla chips and confectionary goods
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  On or about late March-early April 2013, the Employer terminated the employment of several employees because the employees engaged in protected concerted activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code)  (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I, (b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.  By: [Signature] (b) (6), (b) (7)(C) [Signature] (b) (6), (b) (7)(C) person making charge (Print/Type name and title or office, if any)  Address: (b) (6), (b) (7)(C) 07-27-13 (date)	
Tel. No. (b) (6), (b) (7)(C)	
Office, if any, Cell No.	
Fax No.	
e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1601)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 161 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-110221	July 31, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AMERICAN SUGAR REFINING, INC.	b. Tel. No. (504)271-5331
d. Address (street, city, state ZIP code) 7417 N Peters St, Arabi, LA 70032-1543	c. Cell No.
e. Employer Representative PETER MARAJA	f. Fax No. (504)278-5150
	g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Refinery	h. Dispute Location (City and State) Arabi, LA
j. Principal Product or Service Sugar	k. Number of workers at dispute location 300

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by refusing to award a bid job to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity and/or (b) (6), (b) (7)(C) protected concerted activity.
- Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by refusing to award a bid job to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity and/or (b) (6), (b) (7)(C) protected concerted activity.
- Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by refusing to award a bid job to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) union activity and/or (b) (6), (b) (7)(C) protected concerted activity.
- From about (b) (6), (b) (7)(C) 2012 to some time around (b) (6), (b) (7)(C) 2013, the Employer interfered with, restrained, and coerced its employees by refusing and delaying the transfer of employee (b) (6), (b) (7)(C) to a bid job in retaliation for (b) (6), (b) (7)(C) union activity and/or (b) (6), (b) (7)(C) protected concerted activity.
- In about late (b) (6), (b) (7)(C) 2013 or early (b) (6), (b) (7)(C) 2013, the Employer interfered with, restrained, and coerced its employees by temporarily transferring (b) (6), (b) (7)(C) out of (b) (6), (b) (7)(C) bid job in a manner inconsistent with the contract in retaliation for (b) (6), (b) (7)(C) union activity and/or (b) (6), (b) (7)(C) protected concerted activity.
- In about late (b) (6), (b) (7)(C) 2013, the Employer interfered with, restrained, and coerced its employees by temporarily transferring (b) (6), (b) (7)(C) out of (b) (6), (b) (7)(C) bid job in a manner inconsistent with the contract in retaliation for (b) (6), (b) (7)(C) union activity and/or (b) (6), (b) (7)(C) protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 1101

4a. Address (street and number, city, state, and ZIP code)

6607 N Peters St, Arabi, LA 70032-1037

4b. Tel. No.

(504)662-6452

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITED FOOD AND COMMERCIAL WORKERS UNION

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By

Tel. No.

Office, if any, Cell No.

(5)

Print Name and Title

Date:

Fax No.

e-Mail

Address: 6607 N Peters St, Arabi, LA 70032-1037



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C 3512

**DO NOT WRITE IN THIS SPACE**

Case

15-CA-110460

Date Filed

August 2, 2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Harrah's New Orleans

b. Tel. No. 504-533-6837

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
2400

d. Address (Street, city, state, and ZIP code)

228 Poydras St  
New Orleans, LA 70130

e. Employer Representative

Human Resources

i. Type of Establishment (factory, mine, wholesaler, etc.)

Hotel & Casino

j. Identify principal product or service

Hospitality & Gaming

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)3

of the National Labor Relations Act, and these unfair labor

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The employer, through its agents including (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) interrogated and threatened employees about their protected concerted activity, and disciplined and terminated an employee for engaging in protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

UNITE HERE Local 2262

4a. Address (Street and number, city, state, and ZIP code)

Office: 4232 Canal St, New Orleans, LA 70119

Mailing: PO Box 4279, New Orleans, LA 70178

4b. Tel. No.

4c. Cell No.

4d. Fax No. 504-302-1113

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

UNITE HERE

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

  
(signature of representative of person making charge)

Peter A. Tappeiner

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.  
504-571-9627

Fax No. 504-302-1113

e-Mail

ptappeiner@unitehere.org

Address 4232 Canal St, New Orleans, LA 70119

8/2/13

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3012

DO NOT WRITE IN THIS SPACE

Case

15-CA-110683

Date Filed

8/6/2013

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  
Varsity Brands, Inc.

b. Tel. No. (901)387-4370

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

d. Address (Street, city, state, and ZIP code)  
5745 Lenox Center Court, #300, Memphis, TN  
38815

e. Employer Representative  
Robert Tisdele

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Cheerleading Competition Event Producer

j. Identify principal product or service  
Cheerleading Products and Services

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
On or about June 15, Varsity Brands and associates of the company, attempted to interfere with the rights of judges to improve working conditions by entering false data into a survey created for judges to collect working condition data. In addition, on or about 07/05/2013 the employer terminated (b) (6), (b) (7)(C) for presenting a survey and report on behalf of cheerleading judges, outlining various workplace issues which is considered protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (Street and number, city, state, and ZIP code)  
(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail  
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

DECLARATION  
The statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

Address (b) (6), (b) (7)(C)

July 31, 2013  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-110934

AUGUST 9, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1 EMPLOYERS AGAINST WHOM CHARGE IS BROUGHT**

a Name of Employers A&W Auto Detail		b Tel No 504-281-4217
d Address (street, city, state ZIP code) 5500 Veterans Memorial Boulevard Metairie, LA 70003		c Cell No
e Employer Representative Ruben		f Fax No
		g e-Mail
		h Dispute Location (City and state) Metairie, LA
i Type of Establishment (factory, nursing home, hotel) Shop	j Principal Product or Service Cars	k Number of works at dispute location 10+
<p>1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On about (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities or the protected concerted activities of others.</p>		
3 Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b Tel No (b) (6), (b) (7)(C)
		4c Cell No
		4d Fax No
		4e e-Mail
5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6 DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Individual	Office, if any, Cell No
(sig (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Print Name and Title	Fax No
Address (b) (6), (b) (7)(C)	Date 8-8-13	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
15-CA-111161Date Filed  
August 13, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Austal USA, LLC		b. Tel. No. 251-434-8000
		c. Cell No.
		f. Fax No. 251-434-8080
		g. e-Mail
d. Address (Street, city, state, and ZIP code) 1 Dunlap Drive Mobile, AL 36603 P.O. Box 1049 Mobile, AL 36633	e. Employer Representative Mr. Craig Perciavalle	h. Number of workers employed 2500+
i. Type of Establishment (factory, mine, wholesaler, etc.) Ship Yard	j. Identify principal product or service Naval Ships	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (2) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about May 1, 2013 and thereafter, the above named employer, through its officers, agents, and representatives, in violation of Section 8(a)(1) of the NLRA, interfered with, restrained and coerced its employees and their rights guaranteed by Section 7 of the NLRA by soliciting, interrogating, and surveilling workers.

On or about June 5, 2013 and thereafter, the above-name Employer, through its officers, agents, and representatives, in violation of Section 8(a)(1) and (2) of the NLRA, interfered with, restrained and coerced its employees and their rights guaranteed by Section 7 of the NLRA by announcing and then formally establishing an employer dominated labor organization.

(see additional allegations attached)

## 3 Full name of party filing charge (if labor organization, give full name, including local name and number)

Mobile Metal Trades Council

4a. Address (Street and number, city, state, and ZIP code)  
210 S. Washington Ave.  
Mobile, AL 36602

4b. Tel. No.  
251-434-8254

4c. Cell No.

4d. Fax No.

4e. e-Mail  
MobileMTC@MetalTrades.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Metal Trades Department, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(signature of representative or person making charge)

Kimberly C. Walker, Attorney  
(Print/type name and title or office, if any)

Tel. No.  
251-433-8100

Office, if any, Cell No.

Fax No.  
251-433-8181

e-Mail  
kwalker@thegardnerfirm.com

Address 210 S. Washington Ave; Mobile, AL 36602

(date) 8/13/2013

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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***Attachment—Additional NLRB Charges—Austal USA 8.12.2013***

On or about June 5, 2013 and thereafter, the above named employer, through its officers, agents and representatives, in violation of Section 8(a)1 of the NLRA, interfered with, restrained, and coerced its employees and their rights guaranteed in Section 7 of the NLRA by promising employees future benefits and other gains in an effort to dilute support for the union.

On or about (b) (6), (b) (7)(C) 2013 and thereafter, the above named employer, through its officers, agents and representatives, in violation of Section 8(a)1 and 8(a)3 of the NLRA, unlawfully issued a write up and discriminated against (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities.

On or about July 10, 2013 and thereafter, the above named employer, through its officers, agents and representatives, in violation of Section 8(a)1 of the NLRA, interfered with, restrained, and coerced its employees and their rights guaranteed in Section 7 of the NLRA by threatening employees with stricter enforcement of rules, with write-ups and other discipline, in retaliation for their protected concerted activity.

On or about (b) (6), (b) (7)(C) 2013 and thereafter, the above named employer, through its officers, agents and representatives, in violation of Section 8(a)1 and 8(a)3 of the NLRA, unlawfully issued a write up and discriminated against (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities.

On or about August 1, 2013 and thereafter, the above named employer, through its officers, agents and representatives, in violation of Section 8(a)1 of the NLRA, interfered with, restrained, and coerced its employees and their rights guaranteed in Section 7 of the NLRA by creating an atmosphere of fear, coercion, and discrimination through its written job posting procedures.

By these and other acts, the above named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

15-CA-111166

Date Filed

August 13, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Austal USA, LLC		b. Tel. No. 251-434-8000
		c. Cell No.
		f. Fax No. 251-434-8080
		g. e-Mail
d. Address (Street, city, state, and ZIP code) 1 Dunlap Drive Mobile, AL 36503 P.O. Box 1049 Mobile, AL 36633		h. Number of workers employed 2500+
e. Employer Representative Mr. Craig Perciavalle		
i. Type of Establishment (factory, mine, wholesaler, etc.) Ship Yard	j. Identify principal product or service Naval Ships	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-name Employer, through its officers, agents, and representatives, in violation of Section 8(a)(1) and (3) of the NLRA, has interfered with, restrained and coerced its employees in the exercise of their rights guaranteed by Section (7) of the Act by unlawfully changing the working conditions of (b) (6), (b) (7)(C) by assigning (b) (6), (b) (7)(C) work typically performed by employees below the position of (b) (6), (b) (7)(C).

On or about (b) (6), (b) (7)(C) 2013, the above-name Employer, through its officers, agents, and representatives, in violation of Section 8(a)(1) and (3) of the NLRA, unlawfully suspended (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities in violation of his Section (7) rights.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Mobile Metal Trades Council

4a. Address (Street and number, city, state, and ZIP code) 210 S. Washington Ave. Mobile, AL 36602	4b. Tel. No. 251-434-8254
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail MobileMTC@MetalTrades.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Metal Trades Department, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Kimberly C. Walker Kimberly C. Walker, Attorney  
(signature of representative or person making charge) (Print type name and title or office, if any)

Tel. No.

251-433-8100

Office, if any, Cell No.

Fax No.

251-433-8181

e-Mail

kwalker@thegardnerfirm.com

Address 210 S. Washington Ave; Mobile, AL 36602

(date) 8/13/2013

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-111206	August 14, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Hampton Inn		b. Tel. No. (918)261-4085
d. Address (street, city, state ZIP code) 6896 Louisiana 1, Mansura, LA 71350	e. Employer Representative Tom Christopoulos, Owner	c. Cell No.
		f. Fax No.
i. Type of Establishment (factory, nursing home, hotel) Hotel	j. Principal Product or Service Housekeeping Services	g. e-Mail
		h. Dispute Location (City and State) Marksville, LA
		k. Number of workers at dispute location 818

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**Person making charge)**

(b) (6), (b) (7)(C)

**Print Name and Title**

Date:

August 14, 2013

**Fax No.****e-Mail**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-111352

8/16/2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Rector Phillips Morse, Inc.

b. Tel. No. 501.664.7807

c. Cell No. N/A

f. Fax No. 501.664.0145

g. e-Mail  
www.rpmrealty.com

h. Number of workers employed  
110

d. Address (Street, city, state, and ZIP code)  
1501 N. University Avenue, Suite 800  
Little Rock, AR 72207

e. Employer Representative  
Ronald L. Goss

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Realtor

j. Identify principal product or service  
Property Management and Sales

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Sec. 8. [§ 158.] 3(5), (b)1, of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On (b) (6), (b) (7)(C) 2013 (b) (6), (b) (7)(C) called an employee staff meeting. This concerted meeting consisted of a total of three (3) other employee's, including claimant (b) (6), (b) (7)(C). The purpose of the meeting was to discuss terms and conditions of work, e.g. improve tenancy and steps to advance resident standards of living. The property, St. John's Apartments, is categorized as the third most troubled property. Struggling to raise its occupancy, the property makes little or no money. During the concerted activity, (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) did not want the Maintenance personnel taking parts from vacant units - to place in pre-leased units - a former practice used for resident maintenance concerns when there was no money. (b) (6), (b) (7)(C) then asked (b) (6), (b) (7)(C) If that was "clear?" (b) (6), (b) (7)(C) stated "I will get approval." (b) (6), (b) (7)(C) was suggesting that (b) (6), (b) (7)(C) agreed, but if again faced with needing parts and no money (b) (6), (b) (7)(C) would ask management to reconsider. The next day, however, (b) (6), (b) (7)(C) was terminated for insubordination because of that labor dispute.

3. Full name of labor organization (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No. Same as phone

4d. Fax No. N/A

4e. e-Mail  
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

I declare (b) (6), (b) (7)(C)

that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

Address (b) (6), (b) (7)(C)

Aug. 15, 2013

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-111453	August 19, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Bistro Byronz		b. Tel No (985)951-7595
d. Address (street, city, state ZIP code) 1901 US 190, Mandeville, LA 70448		c. Cell No
e. Employer Representative Jacob Murphy, General Manager		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Mandeville, LA
i. Type of Establishment (factory, nursing home, hotel) Restaurant	j. Principal Product or Service Food services	k. Number of workers at dispute location 25

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel No

(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

Tel No

(b) (6), (b) (7)(C)

Office, if any, Cell No

(b) (6), (b) (7)(C)

\*call first

(Signature of charging party)

Print Name and Title

Fax No

Address (b) (6), (b) (7)(C)

Date 8-15-13

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-111473	8/19/2013 August 19 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Stanley Smith Drywall, Inc.		b. Tel. No. 205-678-8911
		c. Cell No.
d. Address (street, city, state ZIP code) 4276 Highway 39 Chelsea, AL 35043	e. Employer Representative Stanley Smith, Owner	f. Fax No. 205-678-6455
		g. e-Mail ashlynn@ssdwall.com
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Drywall Contractor	j. Principal Product or Service Drywall Installation	k. Number of workers at dispute location 100+

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, discharged its employees (b) (6), (b) (7)(C) and at least 44 others, because they concertedly pursued a wage complaint against the Employer in exercise of their rights guaranteed under Section 7 of the National Labor Relations Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

(Signature of representative of person making charge)

Print Name and Title

Fax No.

Address:

(b) (6), (b) (7)(C)

Date

8/19/13

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

NLRB 4000



INTERNET  
FORM NLRB-501  
(2-06)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

15-CA-111511

August 20, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Austal USA, LLC		b. Tel. No. 251-434-8000
		c. Cell No.
		f. Fax No. 251-434-8080
		g. e-Mail
d. Address (Street, city, state, and ZIP code) 1 Dunlap Drive Mobile, AL 36603 P.O. Box 1049 Mobile, AL 36633	e. Employer Representative Mr. Craig Perciavalle	h. Number of workers employed 2500+
i. Type of Establishment (factory, mine, wholesaler, etc.) Ship Yard	j. Identify principal product or service Naval Ships	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents and representatives, in violation of Section 8(a)(1) and (3) of the NLRA, unlawfully terminated (b) (6), (b) (7)(C) in retaliation for (b) (6) protected, concerted activities in violation of (b) (6) Section (7) rights.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Mobile Metal Trades Council

## 4a. Address (Street and number, city, state, and ZIP code)

210 S. Washington Ave.  
Mobile, AL 36602

## 4b. Tel. No.

251-434-8254

## 4c. Cell No.

## 4d. Fax No.

## 4e. e-Mail

MobileMTC@MetalTrades.org

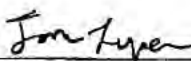
## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Metal Trades Department, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

Thomas Lopez

(Print type name and title or office, if any)

## Tel. No.

251-433-8100

## Office, if any, Cell No.

## Fax No.

251-433-8181

## e-Mail

tloper@thegardnerfirm.com

Address 210 S. Washington Ave. Mobile, AL 36602

(date) 8/19/13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-111772	August 21, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>United Vision Logistics</b>		b. Tel. No. <b>(504)362-9181</b>
d. Address (street, city, state ZIP code) <b>1229 Peters Road, Harvey, LA 70058</b>		c. Cell No.
a. Employer Representative <b>John Juechstock</b>		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) <b>Harvey, LA</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Terminal</b>	j. Principal Product or Service <b>Transportation Services</b>	k. Number of workers at dispute location <b>50</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities using social media.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.****4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be used in which charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.****Fax No.****e-Mail**

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

## INSTRUCTIONS:

8/26/2013

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-111985	8/26/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UNITED STATES POSTAL SERVICE		b. Tel. No. (479)968-4112
d. Address (street, city, state ZIP code) 414 N ELMIRA AVE, RUSSELLVILLE, AR 72802	e. Employer Representative YVETTE HIXON, Postmaster	c. Cell No.
		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Russellville, AR
i. Type of Establishment (factory, nursing home, hotel) Post Office	j. Principal Product or Service Mail Delivery	k. Number of workers at dispute location 40

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, and continuing, the above-named Employer, through its officers, agents, and supervisors, put (b) (6), (b) (7)(C) off work and has refused to return (b) (6), (b) (7)(C) to work due to (b) (6), (b) (7)(C) grievance filing and (b) (6), (b) (7)(C) protected concerted activity.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Tel. No.

## 4c. Cell No.

(b) (6), (b) (7)(C)

## 4d. Fax No.

## 4e. e-Mail

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

An Individual

## Tel. No.

## Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature)

Address

(b) (6), (b) (7)(C)

Print Name and Title

Date

## Fax No.

## e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15TA-112405	8/30/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>			
a. Name of Employer JAMESTOWN HEALTH AND REHABILITATION CENTER		b. Tel. No. (479)986-9945	
d. Address (street, city, state ZIP code) 2001 HAMPTON PLACE, ROGERS, AR 72758		c. Cell No.	
e. Employer Representative JESSICA <i>Anderson</i> Administrator		f. Fax No.	
		g. e-Mail	
i. Type of Establishment (factory, nursing home, hotel) Nursing Home		h. Dispute Location (City and State) Rogers, AR	
j. Principal Product or Service Nursing		k. Number of workers at dispute location 120	
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors, terminated (b) (6), (b) (7)(C) for a Facebook posting concerning working conditions.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No.	
		4c. Cell No. (b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.	
B. (b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)	
An Individual			
(S. on making charge) A. (b) (6), (b) (7)(C)		Print Name and Title	
		Date: 8-26-13	
		Fax No.	
		e-Mail	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



Form NLRB - 501 (2-03)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
KS-CA-112709	9/6/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer dineEquity d/b/a IHOP Corp.		b. Tel. No. (479)442-0770
d. Address (street, city, state ZIP code) 3153 West Wedington Dr, Fayetteville, AR 72704	e. Employer Representative LEE LEE, Manager	c. Cell No.
		f. Fax No.
		g. e-Mail
h. Dispute Location (City and State) Fayetteville, AR		k. Number of workers at dispute location 50
i. Type of Establishment (factory, nursing home, hotel) Restaurant	j. Principal Product or Service Food Service	

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors, terminated (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity of making group complaints about a supervisor.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

An Individual

Print Name and Title

Date:

Fax No.

e-Mail

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-112948	September 10, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Durham School Services	b. Tel. No. (850) 983-5100
c. Address (street, city, state ZIP code) 6544 Firehouse Road Milton FL 32570	d. Employer Representative Mr. Robert Dowin
	e. Cell No.
	f. Fax No. (850) 983-5102
	g. e-Mail
	h. Dispute Location (City and State) Milton FL
i. Type of Establishment (factory, nursing home, hotel) School Bus Transportation	j. Principal Product or Service Student Transportation
	k. Number of workers at dispute location 208

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) & (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013 Durham School Bus reduced Union supporter (b) (6), (b) (7)(C) bus route and as such (b) (6), (b) (7)(C) monthly earnings in retaliation for (b) (6), (b) (7)(C) engaging in protected concerted activity and Union activity

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local 991 Affiliated with the International Brotherhood of Teamsters

## 4a. Address (street and number, city, state, and ZIP code)

112 S. Broad Street  
Mobile AL 66021

## 4b. Tel. No. (251) 433-1521

## 4c. Cell No.

## 4d. Fax No. (251) 433-1524

## 4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By:

Laron Lindsey

(signature of representative or person making charge)

Laron Lindsey  
Business Agent

Print Name and Title

Address

Date: 09/10/13

## Tel. No.

(202) 583-8359

## Office, if any, Cell No.

(251) 433-1521

## Fax No.

(251) 433-1524

## e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



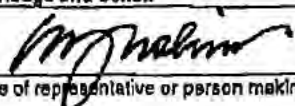
Form NLRB - 501 (2-09)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-113116	September 11, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer San Marcos Distributors, LLC	b. Tel. No. (504)868-7661	c. Cell No.
d. Address (street, city, state ZIP code) 4620 Williams Blvd. R-232, Kenner, LA 70066-1446	e. Employer Representative Rodrigo Vazquez Collin	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Kenner, LA
i. Type of Establishment (factory, nursing home, hotel) Wholesaler	j. Principal Product or Service Tortilla chips and confectionary goods	k. Number of workers at dispute location 10+
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.</p> <p>Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.</p> <p>Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.</p> <p>Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Stuart H. Smith Law Clinic and Center for Social Justice		
4a. Address (street and number, city, state, and ZIP code) 7214 St. Charles Avenue, Campus Box 902, New Orleans, LA 70118	4b. Tel. No. (504)881-5580	4c. Cell No.
	4d. Fax No. (504)961-5440	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (504)881-5580
By:  (signature of representative or person making charge)	Luz M. Molina, ESQ. Print Name and Title	Office, if any, Cell No.
Address: 7214 St. Charles Avenue, Campus Box 902, New Orleans, LA 70118	Date: September 11, 2013	Fax No. (504)881-5440
		e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-113190	September 10, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Avondale Industries	b. Tel. No.	
	c. Cell No.	
d. Address (street, city, state ZIP code) 5100 River Road, Avondale, LA 70094	e. Employer Representative Bruce Nunez, Labor Relations Rep	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Avondale, LA
i. Type of Establishment (factory, nursing home, hotel) Construction and Welding	j. Principal Product or Service Ship building	k. Number of workers at dispute location 1000
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) and refusing to provide (b) (6), (b) (7)(C) with a severance package because of (b) (6), (b) (7)(C) union and/or concerted activities.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) AVONDALE INDUSTRIES		
4a. Address (street and number, city, state, and ZIP code) 5100 River Road, Avondale, LA 70094	4b. Tel. No. 504-854-2121	4c. Cell No.
	4d. Fax No.	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) n/a		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Office, if any, Cell No.
(b) (6), (b) (7)(C) making charge)	Print Name and Title Date:	Fax No. e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-113210	9/11/13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a Name of Employer Kroger Distribution Center		b Tel No 901-547-6445	
		c Cell No	
d Address (street, city, state ZIP code) 5079 Bledsoe Cove Memphis, TN 38141	e Employer Representative Mr. Emerson Shelby, Human Resource Manager		f Fax No. 901-547-6443
		g e-Mail	
		h Dispute Location (City and State) Memphis, TN	
i Type of Establishment (factory, nursing home, hotel) Warehouse and Distribution Center	j Principal Product or Service Grocery Distribution		k Number of workers at dispute location 500
<p>1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, suspended its employee (b) (6), (b) (7)(C) and thereafter discharged (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2013, because (b) (6), (b) (7)(C) exercised (b) (6), (b) (7)(C) Section 7 right to engage in union activity; specifically, (b) (6), (b) (7)(C) filed a grievance in (b) (6), (b) (7)(C) 2013 against (b) (6), (b) (7)(C) and thereafter inquired regarding the status of (b) (6), (b) (7)(C) grievance on June 13, 2013.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)			
4a Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b Tel No (b) (6), (b) (7)(C)	
		4c Cell No (b) (6), (b) (7)(C)	
		4d Fax No	
		4e e-Mail (b) (6), (b) (7)(C)	
5 Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NA			
6 DECLARATION I declare that I have read the above charge and that the statements are true to the best of my (b) (6), (b) (7)(C)		Tel No (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Individual	Office, if any Cell No (b) (6), (b) (7)(C)	
(Signature making charge)	Print Name and Title	Fax No	
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Date 9/11/2013	e-Mail (b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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NLRB Form 501 (2-08)

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

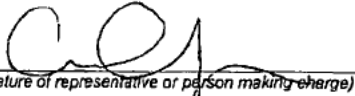
15-CA-113531

Date Filed

9/16/13

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer McDonald's	b. Tel. No 901-743-8184
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1472 S. Trezevant St. Memphis, TN 38114	e. Employer Representative General Manager, Sheila Read
	g. e-Mail
	h. Number of workers employed Approx. 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast food
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about August 29, 2013, the above-named employer, by its officer, agents and supervisors, by engaging in surveillance, threatening job security, and by other acts and conduct, interfered with, restrained and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Memphis Workers Organizing Committee, a project of the St. Louis Organizing Committee	
4a. Address (Street and number, city, state, and ZIP code) 3055 Directors Row Memphis, TN 38131	4b. Tel. No. 314-917-1158
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail anzabstloc@gmail.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) a project of the St. Louis Organizing Committee	
<b>6. DECLARATION</b>	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Ceilidh Gao, legal representative (Print type name and title or office, if any)
1800 Mass. Ave, Washington DC 20036 Address	9/16/13 (date)
	Tel. No 202-730-7489
	Office, if any, Cell No. 202-286-5502
	Fax No. 202-429-5565
	e-Mail ceilidh.gao@seiu.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-113602	September 18, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Ramey's Pic-n-Save		b. Tel. No. (251)246-4600
		c. Cell No.
d. Address (street, city, state ZIP code) 2419 College Avenue, Jackson, AL 36544	e. Employer Representative Gregory Rawls, Manager	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Jackson, AL
i. Type of Establishment (factory, nursing home, hotel) Grocery Store	j. Principal Product or Service Food	k. Number of workers at dispute location 90 <i>approx.</i>
l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
Since about early April 2013, the above-named Employer has retaliated against employees by reducing their hours in retaliation for their protected concerted activities.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.	4e. e-Mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) An individual		
Print Name and Title		Fax No.
Date:		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-113621	9/18/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Ozburn-Hessey Logistics, LLC		b. Tel. No. (901) 546-0006
d. Address (street, city, state ZIP code) 5510 E. Holmes Road Memphis, TN 38118	e. Employer Representative Karen White Regional Vice President	c. Cell No.
		f. Fax No. (901) 541-2671
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Warehouse	j. Principal Product or Service Third-Party Logistics	h. Dispute Location (City and State) Memphis, Tennessee
		k. Number of workers at dispute location

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

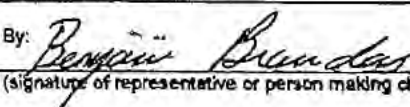
On or about (b) (6), (b) (7)(C) 2013, the Employer discriminated against employee (b) (6), (b) (7)(C) by discharging in retaliation for union and other protected concerted activities and in order to discourage union activities or membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steelworkers Union

4a. Address (street and number, city, state, and ZIP code) 3340 Perimeter Hill Drive P.O. Box 1475 Nashville, TN 37211	4b. Tel. No. (615) 545-4840
	4c. Cell No. (804) 519-4640
	4d. Fax No. (615) 781-6362
	4e. e-Mail bbrandon@usw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steelworkers Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. (615) 545-4840
By:  (signature of representative or person making charge)	Benjamin Brandon, Organizer	Office, if any, Cell No. (804) 519-4640
Address: 3340 Perimeter Hill Drive, P.O. Box 1475, Nashville, TN 37211	Print Name and Title	Fax No. (615) 781-6362
	Date: 9/18/13	e-Mail bbrandon@usw.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-113883 9/23/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer SAF-HOLLAND USA INC.		b. Tel. No. (870)382-2299
d. Address (street, city, state ZIP code) PO Box 825, Dumas, AR 71639-0825		c. Cell No.
e. Employer Representative RANDY FLETCHER, Human Resources		f. Fax No. (870)382-2434
		g. e-Mail
		h. Dispute Location (City and State) Dumas, AR
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Tractor Trailer Parts	k. Number of workers at dispute location 110

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents, and supervisors, terminated (b) (6), (b) (7)(C) due to his union activity. *an unjust absent given on (b) (6), (b) (7)(C) 2013 by the Company.*

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

By (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(sign)

(making charge)

Print Name and Title

Fax No.

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date:

Sept. 19, 2013

e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-114048	September 23, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Pull-A-Part, LLC		b. Tel. No. 901-543-5400
		c. Cell No. 901-268-7796
d. Address (street, city, state ZIP code) 2955 Farrisview Boulevard Memphis, TN 38118	e. Employer Representative Sean Campbell, Manager	f. Fax No. 901-365-6686
		g. e-Mail
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Retail/Scrap	j. Principal Product or Service Used Automotive Parts	k. Number of workers at dispute location 18

I. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, discharged its employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) exercised (b) (6), (b) (7)(C) Section 7 right under the National Labor Relations Act to communicate with coworkers regarding wages, hours and other terms and conditions of employment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

NA

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C) Individual

(Signature) person making charge)

Print Name and Title

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**Fax No.****e-Mail**

(b) (6), (b) (7)(C)

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 9-23-2013

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

INSTRUCTIONS: 9.12

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-114094	9/25/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amteck	b. Tel. No. (859)255-9546
d. Address (street, city, state ZIP code) PO BOX 55194, Lexington, KY 40555-5194	c. Cell No.
e. Employer Representative Darren Hooker, Plant Manager <i>Safety + HR Manager</i>	f. Fax No.
i. Type of Establishment (factory, nursing home, hotel) Construction	g. e-Mail (b) (6), (b) (7)(C)
j. Principal Product or Service Electrical Contractor	h. Dispute Location (City and State) Russellville, AR
	k. Number of workers at dispute location 400 25 to 30 at this site 300+ for company

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors, terminated (b) (6), (b) (7)(C) in retaliation for protected concerted activity of reporting a safety violation.

Since (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors, have prevented (b) (6), (b) (7)(C) from obtaining other employment at the ConAgra Cortina plant in retaliation for protected concerted activity of reporting a safety violation.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Tel. No.

## 4c. Cell No.

(b) (6), (b) (7)(C)

## 4d. Fax No.

## 4e. e-Mail

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge.

By

(Signature)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

Print Name and Title

Date 9/23/13

## Tel No

## Office, if any, Cell No

(b) (6), (b) (7)(C)

## Fax No.

## e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-114235	9/26/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a Name of Employer <b>PACTIV CORPORATION</b>		b Tel No <b>(501)609-4016</b>
d Address (street, city, state ZIP code) <b>1105 Industrial Lane, Malvern, AR 72104</b>		c Cell No.
e Employer Representative <b>Bruce Deer, Plant Manager</b>		f Fax No.
		g e-Mail
		h Dispute Location (City and State) <b>Malvern, AR</b>
i Type of Establishment (factory, nursing home, hotel) <b>Factory</b>	j Principal Product or Service <b>Packaging</b>	k Number of workers at dispute location <b>300</b>

1 The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors, has disciplined (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) union activity and (b) (6), (b) (7)(C) protected concerted activity of making concerted complaints about employees.

Since (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors, has made working conditions harder and more onerous on (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) union activity and (b) (6), (b) (7)(C) protected concerted activity of making concerted complaints about employees.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b Tel No.****4c Cell No.**

(b) (6), (b) (7)(C)

**4d Fax No.****4e e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6 DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

Print Name and Title

Date 9/25/2013

(b) (6), (b) (7)(C)

**Tel No****Office, if any Cell No**

(b) (6), (b) (7)(C)

**Fax No****e-Mail****WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-114602	October 17, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>JESCO ENTERPRISES, INC.</b>		b. Tel. No. <b>504/464-7901</b>
d. Address (street, city, state ZIP code) <b>2215 Salem Street Kenner, LA 70062</b>		c. Cell No. <b>956 332-1969</b>
e. Employer Representative <b>Foreman Charlie</b>		f. Fax No. <b>UNK</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>NEW ORLEANS, LOUISIANA</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Electrical Contractors</b>	j. Principal Product or Service <b>Electric</b>	k. Number of workers at dispute location <b>20</b>

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, through (b) (6), (b) (7)(C) terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

3a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No. None
		4e. e-Mail None

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
(Individual)		Office, if any, Cell No. (b) (6), (b) (7)(C)
Print Name and (b) (6), (b) (7)(C)		Fax No.
Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		e-Mail
(b) (6), (b) (7)(C)		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. ID#: (b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-114640	October 17, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer A & W AUTO DETAILING LLC		b. Tel. No. (504)281-4217
		c. Cell No.
d. Address (street, city, state ZIP code) 5500 VETERANS MEMORIAL BOULEVARD, METAIRIE, LA 70003	e. Employer Representative AIRLANZO WELLS	f. Fax No. (504)281-4887
		g. e-Mail
		h. Dispute Location (City and State) METAIRIE, LA
i. Type of Establishment (factory, nursing home, hotel) SERVICE CONTRACTOR	j. Principal Product or Service AUTO DETAILING	k. Number of workers at dispute location 20

I. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by discharging (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C) because they engaged in and/or the Employer believed they engaged in protected concerted activities regarding terms and conditions of employment.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.****4d. Fax No.****4e. e-Mail****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

**Tel. No.**

(b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) AN

INDIVIDUAL

Office, if any, Cell No.

(sign (b) (6), (b) (7)(C) in making charge)

Print Name and Title

Fax No.

Date

e-Mail

(b) (6), (b) (7)(C)

10-3-13

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-114965	10-18-2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer SOUTHEAST ARKANSAS COLLEGE		b. Tel. No. (870)543-5900	
		c. Cell No.	
d. Address (street, city, state ZIP code) 1900 HAZEL, PINE BLUFF, AR 71603		e. Employer Representative DENA CHILDS	
		f. Fax No.	
		g. e-Mail	
		h. Dispute Location (City and State) Pine Bluff, AR	
i. Type of Establishment (factory, nursing home, hotel) Community College		j. Principal Product or Service Adult Education	
k. Number of workers at dispute location 200			
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about (b) (6), (b) (7) 2013 and continuing, the above-named Employer through its officers, agents, and supervisors, retaliated against (b) (6), (b) (7)(C) by disciplining (b) (6), (b) (7) changed (b) (6), (b) (7) position title, changed (b) (6), (b) (7) duties, changed (b) (6), (b) (7) work site, and treated (b) (6), (b) (7) disparately for engaging in protected concerted activity.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
4a. Address (street and number, city, state, and ZIP code)		4b. Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		4c. Cell No.	
		(b) (6), (b) (7)(C)	
		4d. Fax No.	
		4e. e-Mail	
		(b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		Office, if any, Cell No.	
		(b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail	
		(b) (6), (b) (7)(C)	
		Date: 10-18-2013	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-115397

10/23/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Headstart Child and Family Services, Inc.		b. Tel. No. (479)474-9378
d. Address (street, city, state ZIP code) 302 West Pointer Trail, Van Buren, AR 72956	e. Employer Representative Selma Mattox, Human Resources	c. Cell No.
		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Van Buren, AR
i. Type of Establishment (factory, nursing home, hotel) Child Care	j. Principal Product or Service Child Care	k. Number of workers at dispute location 130

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On September 18, 2013, the above-named Employer, through its officers, agents, and supervisors, threatened its employees with termination if they made Facebook posts regarding work matters.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

4c. Cell No.

(b) (6), (b) (7)(C)

**4d. Fax No.**

4e. e-Mail

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

**Tel. No.**

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(signature of representative of person making charge)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date:

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



## NATIONAL LABOR RELATIONS BOARD

## CHARGE AGAINST EMPLOYER

## Instructions

Case	Date Filed
15-CA-115443	October 23, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Dunbar Armored, Inc.		b. Tel. No. (901)332-9006
d. Address (street, city, state ZIP code) 3139 Bellbrook Center Drive, Memphis, TN 38116		c. Cell No.
e. Employer Representative Guy Childress, Regional Vice President of Operations		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Armored Car Service	j. Principal Product or Service Security	k. Number of workers at dispute location 20
<p>1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>About early (b) (6), (b) (7)(C) 2013, the exact date being unknown, the Employer reported its employee (b) (6), (b) (7)(C) to the police in regard to alleged theft all in retaliation for (b) (6), (b) (7)(C) and other employees engaging in union organizing activity and because the Union filed charges with the NLRB including the charges in Cases 15-CA-111434 and 15-CA-111695 that included allegations regarding the Employer's retaliation against (b) (6), (b) (7)(C).</p> <p>3. Full name of party filing charge (if labor organization, give full name, including local name and number) INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)</p> <p>4a. Address (street and number, city, state, and ZIP code) 25510 Kelly Rd, Roseville, MI 48066-4932</p> <p>4b. Tel. No. (586)772-7250</p> <p>4c. Cell No. (586)709-9583</p> <p>4d. Fax No. (586)772-9644</p> <p>4e. e-Mail spfpapres@aol.com</p> <p>5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Same as #3</p> <p>6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By: X  (signature of representative or person making charge)</p> <p>Eric Berg, Attorney for Charging Party Print Name and Title</p> <p>Date: X 10/23/13</p> <p>Address: Gregory, Moore, Jeakle &amp; Brooks, P.C. 65 Cadillac Square - Suite 3727, Detroit MI 48226-2893</p> <p>Tel. No. (313)964-5600</p> <p>Office, if any, Cell No. (586)709-9583</p> <p>Fax No. (313)964-2125</p> <p>e-Mail Eric@unionlaw.net</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-116658	November 7, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer GCA Services Group	b. Tel. No. 901-371-2290
	c. Cell No.
d. Address (street, city, state ZIP code) 1682 North Shelby Oaks Drive Memphis, TN 38134	e. Employer Representative Bryant Williams, Supervisor
	f. Fax No. 901-371-2290
	g. e-Mail
	h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Cleaning Service	j. Principal Product or Service Janitorial and Cleaning
	k. Number of workers at dispute location 4
<p>1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</p> <p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>During the six months immediately preceding the filing of this charge, the above-named Employer, by its officers agents and representatives, denied its employees (b) (6), (b) (7)(C) wage increases in retaliation for their exercising their Section 7 right to discuss their terms and conditions of employment with each other and fellow employees. On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) discharged its employees (b) (6), (b) (7)(C) because they exercised their Section 7 right to engage in protected concerted activity.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Cole Weintraub, Counsel	
4a. Address (street and number, city, state, and ZIP code) 1061 South Cox Street Memphis, TN 38104	4b. Tel. No. 901-338-7565
	4c. Cell No. 901-338-7565
	4d. Fax No.
	4e. e-Mail cole.we@gmail.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NA	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	Tel. No. 901-338-7565
By:  (signature of representative of person making charge)	Office, if any, Cell No. 901-338-7565
Cole Weintraub, Counsel Print Name and Title	Fax No.
Address: 1061 South Cox Street Memphis, TN 38104	e-Mail cole.we@gmail.com
Date: 11-7-13	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-1166655	November 8, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer  SOUTH CENTRAL LABOR TRAINING AND APPRENTICESHIP FUND		b. Tel. No. (225)637-2311
		c. Cell No.
d. Address (street, city, state ZIP code)  PO BOX 376, LIVONIA, LA 70755-0376	e. Employer Representative  GARY SLATER <i>Randy Gueho</i>	f. Fax No. (225)637-2368
		g. e-Mail
		h. Dispute Location (City and State) LIVONIA, LA
i. Type of Establishment (factory, nursing home, hotel)  TRAINING FACILITY	j. Principal Product or Service  CONSTRUCTION TRAINING	k. Number of workers at dispute location  20 <i>8-10</i>

l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2013, the above named Employer discriminated against its employee (b) (6), (b) (7)(C) by terminating employment because of (b) (6), (b) (7)(C) protected concerted activity, or in order to discourage such activity

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Tel. No.

(b) (6), (b) (7)(C)

## 4c. Cell No.

## 4d. Fax No.

(b) (6), (b) (7)(C)

## 4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) statements are true to the best of (b) (6), (b) (7)(C) An (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C)

Individual (b) (6), (b) (7)(C)

Print Name and title (b) (6), (b) (7)(C)

Date: 1/08-2013

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Fax No. (b) (6), (b) (7)(C)

e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

## DO NOT WRITE IN THIS SPACE

Case

Date Filed

15-CA-116989

November 14, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Austal USA, LLC		b. Tel. No. 251-434-8000
		c. Cell No.
		f. Fax No. 251-434-8080
		g. e-Mail
		h. Number of workers employed 2500+
d. Address (Street, city, state, and ZIP code) 1 Dunlap Drive Mobile, AL 36603 P.O. Box 1049 Mobile, AL 36633	e. Employer Representative Mr. Craig Perciavalle	
i. Type of Establishment (factory, mine, wholesaler, etc.) Ship Yard	j. Identify principal product or service Naval Ships	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-name Employer, through its officers, agents, and representatives, in violation of Sections 8(a)(3) and 8(a)(4) of the NLRA, has interfered with, restrained, and coerced its employees in their rights guaranteed by Section 7 of the National Labor Relations Act by unlawfully terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activities in violation of (b) (6), (b) (7)(C) Section (7) rights.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Mobile Metal Trades Council

## 4a. Address (Street and number, city, state, and ZIP code)

210 S. Washington Ave.  
Mobile, AL 36602

## 4b. Tel. No.

251-434-8254

## 4c. Cell No.

## 4d. Fax No.

## 4e. e-Mail

MobileMTC@MetalTrades.org

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Metal Trades Department, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Tom Loper  
(Signature of representative or person making charge)Thomas M. Loper, Attorney  
(Print/type name and title or office, if any)

## Tel. No.

251-433-8100

## Office, if any, Cell No.

## Fax No.

251-433-8181

## e-Mail

tloper@thegardnerfirm.com

Address 210 S. Washington Ave. Mobile, AL 36602

(date) 11-14-13

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

15-CA-117349

Date Filed

11/18/13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

United Parcel Services (UPS)

b. Tel. No.

901-348-4821

c. Cell No.

f. Fax No.

901-348-4543

g. e-Mail

d. Address (Street, city, state, and ZIP code)

2971 Carrier St  
Memphis, TN 38116

e. Employer Representative

David Rasdale

h. Number of workers employed

over 100

i. Type of Establishment (factory, mine, wholesaler, etc.)

Parcel Service

j. Identify principal product or service

Package handler

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), Subsections (1) and (list subsections) discrimination of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2013, I was terminated from UPS for delivering a package without obtaining a signature after the committed time. I had two hearings, the last one on (b) (6), (b) (7)(C) 2013 which UPS kept their original decision. In (b) (6), (b) (7)(C) 2013, another driver had a similar situation which (b) (6), (b) (7)(C) was terminated but was rehired within two weeks.

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

Address

11-18-2013  
(date)

WILL THE COURT STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-117372

November 19, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Ochsner Medical Center - Westbank, L.L.C.

b. Tel. No.

(504)392-3131

c. Cell No.

d. Address (street, city, state ZIP code)

2500 Belle Chasse Highway, Gretna,  
LA 70056

e. Employer Representative

Joan Rooney

f. Fax No.

g. e-Mail

h. Dispute Location (City and State)

Gretna, LA

i. Type of Establishment (factory, nursing home, hotel)

Medical Center

j. Principal Product or Service

Healthcare Services

k. Number of workers at dispute location

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

and that the statements are true to the best of

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Date: 11/19/13

Fax No.

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

**UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-117585	November 22, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Lansing-Louisiana, LLC		b. Tel. No. (318)878-5589
d. Address (street, city, state ZIP code) 208 Illinois Street, Delhi, LA 71232		c. Cell No.
e. Employer Representative Brad Terral		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Delhi, LA
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Grain	k. Number of workers at dispute location 14

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge.		Tel. No.
(b) (6), (b) (7)(C)		Office, if any, Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Fax No.
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)

**WILLFUL, FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-117594	November 21, 2013

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>KROGER DISTRIBUTION CENTER</b>		b. Tel. No. <b>(901)547-6506</b>
d. Address (street, city, state ZIP code) <b>5079 Bledsoe Rd, Memphis, TN 38141-8220</b>		c. Cell No.
e. Employer Representative <b>Mr. Shelby Emerson, Human Resource Manager</b>		f. Fax No. <b>(901)547-6463</b>
		g. e-Mail
		h. Dispute Location (City and State) <b>Memphis, TN</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Warehouse and Distribution Center</b>	j. Principal Product or Service <b>Grocery Distribution</b>	k. Number of workers at dispute location <b>500</b>

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about early (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) threatened its employee (b) (6), (b) (7)(C) with termination if (b) (6), (b) (7)(C) did not drop a grievance (b) (6), (b) (7)(C) filed against (b) (6), (b) (7)(C) and then (b) (6), (b) (7)(C) subsequently threatened (b) (6), (b) (7)(C) on more than one occasion, with termination because (b) (6), (b) (7)(C) exercised (b) (6), (b) (7)(C) Section 7 rights under the National Labor Relations Act to file grievances. Additionally, since (b) (6), (b) (7)(C) was reinstated to work on or about (b) (6), (b) (7)(C) 2013, the Employer has retaliated against (b) (6), (b) (7)(C) by denying (b) (6), (b) (7)(C) earned incentive pay that (b) (6), (b) (7)(C) routinely earned prior to (b) (6), (b) (7)(C) 2013 suspension and by changing (b) (6), (b) (7)(C) clock number, without prior notification to (b) (6), (b) (7)(C) which has resulted in (b) (6), (b) (7)(C) not being paid for work performed. The Employer, by (b) (6), (b) (7)(C) also issued (b) (6), (b) (7)(C) verbal warnings on (b) (6), (b) (7)(C) 2013, and then ordered that (b) (6), (b) (7)(C) submit to a drug test for no reason on or about (b) (6), (b) (7)(C) 2013, all because of (b) (6), (b) (7)(C) union activities and because (b) (6), (b) (7)(C) filed a charge against the Employer in Case 15-CA-113210 on September 11, 2013. Thereafter, in early (b) (6), (b) (7)(C) 2013, (b) (6), (b) (7)(C) threatened that (b) (6), (b) (7)(C) life was in danger and (different) (b) (6), (b) (7)(C) threatened (b) (6), (b) (7)(C) with termination on or about (b) (6), (b) (7)(C) 2013 because of (b) (6), (b) (7)(C) union activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)		4b. Tel. No. (b) (6), (b) (7)(C)
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief		Tel. No. (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
(signature) person making charge	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 11/21/2013	e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-117902	November 27, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer MEDALLION FOODS, INC. AND CONAGRA FOODS, INC.		b. Tel. No. (870)523-3500
d. Address (street, city, state ZIP code) 3636 Medallion Ave, Newport, AR 72112-9096		c. Cell No.
e. Employer Representative JEFF HOLLIS		f. Fax No. (870)523-2161
		g. e-Mail
		h. Dispute Location (City and State) Newport, AR
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Corn and Tortilla Chips	k. Number of workers at dispute location 250

l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3), (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors walked (b) (6), (b) (7)(C) out the door, and required (b) (6), (b) (7)(C) to turn in (b) (6), (b) (7)(C) keys, and told (b) (6), (b) (7)(C) could take a production job, or be discharged, in retaliation for (b) (6), (b) (7)(C) union activity, protected concerted activity, and prior filings and cooperation with the National Labor Relations Board.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)		4b. Tel. No.
4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Office, if any, Cell No.
An Individual		Fax No.
Print Name and Title		e-Mail
Date: 11-27-13		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-117907	November 27, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer MEDALLION FOODS, INC. AND CONAGRA FOODS, INC.		b. Tel. No. (870)523-3500
d. Address (street, city, state ZIP code) 3636 Medallion Ave, Newport, AR 72112-9096	e. Employer Representative JEFF HOLLIS	c. Cell No.
		f. Fax No. (870)523-2161
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Factory	j. Principal Product or Service Corn and Tortilla Chips	h. Dispute Location (City and State) Newport, AR
		k. Number of workers at dispute location 250

l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3), (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors walked (b) (6), (b) (7)(C) out the door, and required (b) (6), (b) (7)(C) to turn in (b) (6), (b) (7)(C) keys, and told (b) (6), (b) (7)(C) could take a production job, or be discharged, in retaliation for (b) (6), (b) (7)(C) union activity, protected concerted activity, and prior filings and cooperation with the National Labor Relations Board.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) An Individual	Office, if any, Cell No. (b) (6), (b) (7)(C)
(Signature of representative of division making charge)	Print Name and Title	Fax No.
Address: (b) (6), (b) (7)(C)	Date: 11/27/13	e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-117947	November 27, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a Name of Employer Massage Envy Spa Pier Park		b Tel No (850)563-0070
d Address (street, city, state ZIP code) 15801 L C Hilton Jr., Suite 120, Panama City Beach, FL 32413		c Cell No.
e Employer Representative Karri R. Robles, Clinic Administrator		f Fax No
		g e-Mail
		h. Dispute Location (City and State)
i Type of Establishment (factory, nursing home, hotel) Spa	j Principal Product or Service Spa Services	k Number of workers at dispute location 40
1 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act		
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by discharging (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities with other employees in regard to terms and conditions of employment.		
3 Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b Tel No (b) (6), (b) (7)(C)
		4c Cell No (b) (6), (b) (7)(C)
		4d Fax No
		4e e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A		
6 DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel No
B (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Office, if any, Cell No (b) (6), (b) (7)(C)
(signature of representative or person making charge) Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Fax No
Print Name and Title Date X 11/20/13		e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 15-CA-118109	Date Filed 12-2-13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer NPC International, Inc. d/b/a Pizza Hut	b. Tel. No. 913-327-5555 c. Cell No. f. Fax No. 913-327-5850 g. e-Mail h. Number of workers employed
d. Address (Street, city, state, and ZIP code) 7300 W 129th Street Overland Park, KS 66213-2631	e. Employer Representative James K. Schwartz, CEO
i. Type of Establishment (factory, mine, wholesaler, etc.) restaurant	j. Identify principal product or service pizza and prepared foods
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) During the past six months, the above-named Employer, by its agents, officers and representatives, has discriminated against employee (b) (6), (b) (7)(C) by failing to adequately reinstate (b) (6), (b) (7)(C) from (b) (6), (b) (7)(C) leave, by imposing more onerous working conditions following (b) (6), (b) (7)(C) return to work and by constructively discharging (b) (6), (b) (7)(C) all in retaliation for (b) (6), (b) (7)(C) protected concerted activities.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Gordon E. Jackson	
4a. Address (Street and number, city, state, and ZIP code) Jackson, Shields, Yeiser and Holt 262 German Oak Drive, Cordova, TN 38018-4799	4b. Tel. No. 901-754-8001 4c. Cell No. 901-351-8183 4d. Fax No. 901-759-1745 4e. e-Mail gjackson@jsyc.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
<b>6. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  Gordon E. Jackson, Attorney (Signature of representative of person filing charge) (Print type name and title or office, if any) Address 262 German Oak Drive, Cordova, TN 38018-4799 12-2-2013 (date)	
Tel. No. 901-754-8001 Office, if any, Cell No. Fax No. 901-759-1745 e-Mail gjackson@jsyc.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

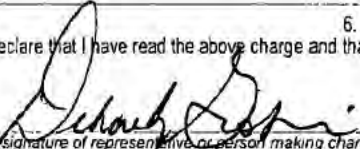
DO NOT WRITE IN THIS SPACE

Case  
15-CA-118304

Date Filed  
12-3-13

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer McDonald's 905 Union Ave and McDonald's USA, LLC as joint or single employer	b. Tel. No. 901-526-7812
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) McDonald's - 905 Union Ave, Memphis TN, 38103  McDonald's USA, LLC - One McDonalds Plaza, Oak Brook, IL 60523	e. Employer Representative McDonald's - Capri Walker, General Manager McDonald's USA, LLC - Gloria Santona
	g. e-Mail
	h. Number of workers employed Approx. 50
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast food
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) SEE ATTACHED	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By  (signature of representative or person making charge)	Deborah Godwin, Attorney (Print type name and title or office, if any)
50 North Front Street, Suite 800, Memphis, TN 38103 Address	12/3/2013 (date)
	Tel. No. 901-528-1702
	Office, if any, Cell No.
	Fax No. 901-528-0246
	e-Mail dgodwin@gmlblaw.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

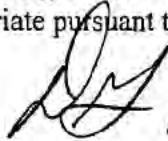
## ATTACHMENT TO CHARGE

Since about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, has discriminated against (b) (6), (b) (7)(C) for the purpose of discouraging membership in a labor organization by subjecting the Employee, (b) (6), (b) (7)(C) to disciplinary actions, including termination, that (b) (6), (b) (7)(C) would not have received had (b) (6), (b) (7)(C) not engaged in protected activity, i.e. a peaceful rally, and other protected concerted activities.

Since about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, retaliated against Employees, including (b) (6), (b) (7)(C) because of their protected concerted activities by reducing work hours and otherwise affecting terms and conditions of employment.

Since about August 29, 2013, the above-named Employer, by its officers, agents and representatives, has interfered with, restrained, and/or coerced Employees in the exercise of their right to join or assist a labor union by reducing work hours and otherwise affecting terms and conditions of employment.

The Charging Party requests injunctive relief pursuant to Section 10(j) of the National Labor Relations Act, and such further relief as the Board deems appropriate pursuant to Section 10(c).



\_\_\_\_\_  
Initials



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-118914	December 13, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>US Aviation Corp.</b>		b. Tel. No. <b>228/474-1000</b>
d. Address (street, city, state ZIP code) <b>8301 Sara Cennia Road Suite 8 Moss Point, MS 39563</b>		c. Cell No. <b>228/623-0678</b>
e. Employer Representative <b>Todd Cockroft Owner</b>		f. Fax No. <b>228/475-0999</b>
i. Type of Establishment (factory, nursing home, hotel) <b>Aviation</b>		g. e-Mail <b>emersonaviation@cableone.net</b>
j. Principal Product or Service <b>Aviation Maintenance</b>		h. Dispute Location (City and State) <b>Moss Point, Mississippi</b>
		k. Number of workers at dispute location <b>5</b>

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2013, the above named Employer terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) discussed purchasing the company with airport management and (b) (6), (b) (7)(C) coworkers.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

4b. Tel. No. None (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. email: (b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.  
(b) (6), (b) (7)(C)

By: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)  
Individual

Office, if any, Cell No.

(signature or representative of person making charge)

Print Name and Title

Fax No.

Address:

Date:

e-Mail

(b) (6), (b) (7)(C)

12-8-13

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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ID (b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

15-CA-118939

Date Filed

December 13, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Durham School Services

b. Tel. No.

(850) 983-5100

c. Cell No.

f. Fax No.

(850) 983-5102

g. e-Mail

h. Number of workers employed  
208

d. Address (Street, city, state, and ZIP code)

6544 Firehouse Road  
Milton, FL 32570

e. Employer Representative

Mr. Jim Bagby

i. Type of Establishment (factory, mine, wholesaler, etc.)

School Bus Transportation

j. Identify principal product or service

Student Transportation

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3)

practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer, by its officers, managers, representatives and agents violated, and is violating the National Labor Relations Act by:

Since on or about (b) (6), (b) (7)(C) 2013, the Employer terminated (b) (6), (b) (7)(C) for three (3) minor accidents in retaliation for (b) (6), (b) (7)(C) engaging in protected concerted activity and Union activity.

Since on or about (b) (6), (b) (7)(C) 2013, the Employer has shown disparate treatment toward Union supporter (b) (6), (b) (7)(C) by allowing non-Union supporters and fellow co-workers to continue their employment after having three (3) accidents.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 991 A/W International Brotherhood of Teamsters

4a. Address (Street and number, city, state, and ZIP code)

112 S. Broad St. Mobile, AL 36602

4b. Tel. No.

(251) 433-1521

4c. Cell No.

4d. Fax No.

(251) 433-1524

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

by

Lavan Lindsey

(signature of representative or person making charge)

Lavan Lindsey Business Agent

(Print type name and title or office, if any)

Tel. No.

(251) 433-1521

Office, if any, Cell No.

(251) 583-8359

Fax No.

(251) 433-1524

e-Mail

hdrooster@yahoo.com

112 S. Broad St. Mobile, AL 36602

12.13.13

(date)

Address

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

15-CA-118943

December 13, 2013

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Durham School Services

b. Tel. No. (850) 983-5100

c. Cell No.

f. Fax No. (850) 983-5102

g. e-Mail

h. Number of workers employed  
208

d. Address (Street, city, state, and ZIP code)

6544 Firehouse Road  
Milton, FL 32570

e. Employer Representative

Mr. Jim Bagby

i. Type of Establishment (factory, mine, wholesaler, etc.)

School Bus Transportation

j. Identify principal product or service

Student Transportation

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3)

\_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer, by its officers, managers, representatives and agents violated, and is violating the National Labor Relations Act by, Since on or about (b) (6), (b) (7)(C) 2013, the Employer has terminated (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activity and Union activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 991 A/W International Brotherhood of Teamsters

4a. Address (Street and number, city, state, and ZIP code)

112 S. Broad St. Mobile, AL 36602

4b. Tel. No. (251) 433-1521

4c. Cell No.

4d. Fax No. (251) 433-1524

4e. e-Mail

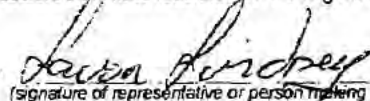
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(signature of representative or person making charge)

Lavon Lindsey/Business Agent

(Print/type name and title or office, if any)

Tel. No. (251) 433-1521

Office, if any, Cell No.  
(251) 583-8359

Fax No. (251) 433-1524

e-Mail

hdrooster@yahoo.com

Address 112 S. Broad St. Mobile, AL 36602

12.13.13

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-119011	12/16/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer SUPER 8 MOTEL		b. Tel. No. (870)633-0888
d. Address (street, city, state ZIP code) 215 BARROW HILL RD, FORREST CITY, AR 72235	e. Employer Representative PIYUSH PATEL, Manager	c. Cell No.
		f. Fax No.
		g. e-Mail
i. Type of Establishment (factory, nursing home, hotel) Motel	j. Principal Product or Service Lodging	h. Dispute Location (City and State) Forrest City, AR
		k. Number of workers at dispute location 7

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or around (b) (6), (b) (7)(C) 2013, the above-named Employer, through its officers, agents, and supervisors have failed to schedule (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity of making group complaints about wages and hours. (b) (6), (b) (7)(C)

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. (b) (6), (b) (7)(C)	statements are (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
An Individual	Print Name and Title	Office, if any, Cell No. (b) (6), (b) (7)(C)
	Date: 12-9-13	(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT**  
**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



Form NLRB - 501 (2-08)

**UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-119013	December 16, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Spectracare Health Services		b. Tel. No. (334)712-2720
d. Address (street, city, state ZIP code) 3542 Montgomery Highway Dothan, AL 36303		c. Cell No.
e. Employer Representative Laura Deal		f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Dothan, Alabama
i. Type of Establishment (factory, nursing home, hotel) mental health provider	j. Principal Product or Service mental health services	k. Number of workers at dispute location 300+

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and those unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities of discussing work issues with a coworker.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

<b>B. DECLARATION</b> I declare that I have read the above charge and that the statements are true to the best of my knowledge. (b) (6), (b) (7)(C)		Tel. No.
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an Individual	Office (if any) Cell No. (b) (6), (b) (7)(C)
(Signature of representative or person making charge) (b) (6), (b) (7)(C)	Print Name and Title Date X	Fax No.
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-119356	12/16/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Pillar Hotels d/b/a Hyatt Place Memphis		b. Tel. No. (901) 371-0010
		c. Cell No.
d. Address (street, city, state ZIP code) 7905 Giacosa Place Memphis, TN 38133	e. Employer Representative Annette Lawrence General Manager	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Hotel	j. Principal Product or Service Hospitality and Lodging	k. Number of workers at dispute location Approx. 30

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, discharged employee (b) (6), (b) (7)(C) in violation of the Act based on false information; without providing (b) (6), (b) (7)(C) with an employee handbook; without following company policy; and because (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would file harassment and slander charges against a supervisor.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. Do I declare that the above charge and that the statements are true to the best of my knowledge?	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C) An Individual		Office, if any, Cell No.
(Signature of person making charge)	Print Name and Title	Fax No.
Date: 12-16-13		e-Mail

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-119362	12/17/2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer The Tushek Company, LLC, d/b/a E's 24 Hour Café		b. Tel. No. 901-320-7155
		c. Cell No. <del>901-267-4845</del> 401-267-4845 901-237-7552
d. Address (street, city, state ZIP code) The Tushek Company, LLC 370 Ridgecrest Drive Arlington, TN 38002	e. Employer Representative Ron <u>EAVES</u> General Manager <u>BRANDY TURNBOW, RESTAURANT</u> <u>MANAGER</u> 901-314-8537	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Restaurant	j. Principal Product or Service Prepared Meals	k. Number of workers at dispute location 13

I The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, by its officers, agents and representatives, laid off its employees (b) (6), (b) (7)(C) from E's 24 Hour Café on Poplar Avenue in Memphis, Tennessee, because they exercised their rights under Section 7 of the National Labor Relations Act to engage in protected concerted activity; specifically, they previously discussed their wages and conditions of employment among themselves and with coworkers, since early November 2013, and then raised those concerns with Managers (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

NA

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of

m (b) (6), (b) (7)(C)

B

(b) (6), (b) (7)(C) Individual

(s) (e)

Print Name and Title

Address: (b) (6), (b) (7)(C)

X Date: 12-17-13

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**Fax No.****e-Mail**

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-119433	December 20, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Spectracare Health Services		b. Tel. No. (334)712-2720
		c. Cell No.
d. Address (street, city, state ZIP code) 3542 Montgomery Highway, Dothan, AL 36303	e. Employer Representative Laura Deal	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Dothan, Alabama
i. Type of Establishment (factory, nursing home, hotel) mental health provider	j. Principal Product or Service mental health services	k. Number of workers at dispute location 300 +

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities of talking to a coworker about working conditions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tel. No.

(b) (6), (b) (7)(C)

By:

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an

individual

Office, if any, Cell No.

(b) (6), (b) (7)(C)

(sig)

Print Name and Title

Fax No.

Address: (b) (6), (b) (7)(C)

Date: X

e-Mail

(b) (6), (b) (7)(C)

December 17, 2013

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-119538	December 23, 2013

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Massage Envy Spa Pier Park		b. Tel. No. (850)563-0073
		c. Cell No. (850)960-3689
d. Address (street, city, state ZIP code) 15801 L C Hilton Jr., Suite 120, Panama City Beach, FL 32413	e. Employer Representative Lynn Conklin, Owner	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Panama City Beach, FL
i. Type of Establishment (factory, nursing home, hotel) Spa	j. Principal Product or Service Spa Services	k. Number of workers at dispute location 400

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by discharging (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities with other employees regarding terms and conditions of employment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

(b) (6), (b) (7)(C)

Tel. No.

Office (if any) Cell No.

(b) (6), (b) (7)(C)

(Signature)

(making charge)

Print Name and Title

Date: 12/20/13

Fax No.

e-Mail

(b) (6), (b) (7)(C)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
15-CA-119539

Date Filed  
12/23/2013

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Kroger

b. Tel. No. 7312850380

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed  
50ish

d. Address (Street, city, state, and ZIP code)  
2525 lake rd dyersburg tn.38024

e. Employer Representative  
mike stephens, Manager

i. Type of Establishment (factory, mine, wholesaler, etc.)  
grocery store

j. Identify principal product or service  
food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

in (b) (6), (b) (7)(C) of 2012 i was fired from Kroger, at my unemployment hearing i proved they were making fake rules to fire me! when i was rehired in (b) (6), (b) (7)(C) i turned for uniform pants. Between (b) (6), (b) (7)(C) 2012 and (b) (6), (b) (7)(C) 2013 i turned in for uniforms 8 times and never recieved any, altho in the (b) (6), (b) (7)(C) years they provided uniforms i never had a problem getting them before. In (b) (6), (b) (7)(C) 2013 i filed a discrimination complaint over them refusing to provide me uniforms. in late (b) (6), (b) (7)(C) my manager (b) (6), (b) (7)(C) told me "the only way (b) (6), (b) (7)(C) would provide me uniforms is if i let (b) (6), (b) (7)(C) measure my waist and inseam because (b) (6), (b) (7)(C) didnt believe what size i requested fit me". in (b) (6), (b) (7)(C) and asked for (b) (6), (b) (7)(C) once again, i never had problem getting uniforms before and now my manager wants to measure me? thats when i filed a sexual harassment complaint against (b) (6), (b) (7)(C) my union has refused to do anything about my complaints to (b) (6), (b) (7)(C). The Employer fired (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2013 because (b) (6), (b) (7)(C) made a claim of sexual harassment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

united food and commerical workers local 1529

DECLARATION

The statements are true to the best of my knowledge and belief

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Tel. No. (b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

12 21 2013

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
15-CA-119650	12-24-13

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service (Postal Inspection Service)		b. Tel. No. 901-521-2320
		c. Cell No.
d. Address (street, city, state ZIP code) 555 South Third Street Memphis, TN 38101	e. Employer Representative Captain Gloria Clark, Postal Police Manager	f. Fax No. 901-521-2354
		g. e-Mail
		h. Dispute Location (City and State) Memphis, TN
i. Type of Establishment (factory, nursing home, hotel) Postal Inspection and Security	j. Principal Product or Service Postal Service Inspection and Security	k. Number of workers at dispute location 13

l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2013, by its officers, agents and representatives, specifically (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) threatened its employee (b) (6), (b) (7)(C) with unspecified reprisals because (b) (6), (b) (7)(C) was conducting union business in (b) (6), (b) (7)(C) role as Shop Steward for the Postal Police Association and (b) (6), (b) (7)(C) refused to cooperate with (b) (6), (b) (7)(C) investigation and efforts to represent a bargaining unit employee.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Postal Police Association

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my (b) (6), (b) (7)(C)

Tel. No.

(b) (6), (b) (7)(C)

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Name and Title

Address: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

X Date: 12/20/2013

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

15-CA-119780

December 30, 2013

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Entergy Operations Incorporated

b. Tel. No. 504-739-6340

c. Cell No. 225-721-1848

f. Fax No. 225-381-3716

d. Address (Street, city, state, and ZIP code)  
17265 River Road, Killona, LA, 70057

e. Employer Representative  
Andre James

g. e-Mail  
ajames2@entergy.com

h. Number of workers employed  
Approx. 100

i. Type of Establishment (factory, mine, wholesaler, etc.)  
Nuclear Power Plant

j. Identify principal product or service  
Electricity

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) all subsections of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  
Since, on or about 7/17/13 the Company by its agents has made the following unilateral changes:

1. Failed to to complete printing of the Collective Bargaining Agreement.
2. Failed to input Local Members work hours in computerized time sheets/pay system.
3. Refused to receive grievance paperwork.
4. Losing and/or destroying grievance paperwork.
5. Allowing staff to point weapons at Union Steward with no reported corrective action instituted.
6. Terminating Local Member for minor range infractions.
7. Terminating Local Member for I-9 issues and not reinstating them when the issues were corrected.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

International Union Security, Police and Fire Professionals of America, Local No. 709

4a. Address (Street and number, city, state, and ZIP code)

17069 East Alabama Avenue  
Hammond, LA, 70403

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  
International Union Security, Police and Fire Professionals of America, Local No. 709

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

(Print/type name and title or office, if any)

Tel. No. same as 4b

Office, if any, Cell No.

Fax No.

e-Mail  
same as 4e

Address same as 4a

12/27/13

(date)

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**PRIVACY ACT STATEMENT**

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